



# Breaking Barriers to Women's Economic Inclusion in Grenada



# Acknowledgement

The World Bank team would like to express sincere gratitude to the Government of Grenada, especially to Veronica Charles, permanent secretary (with regard to Social Development and Gender Affairs) of the Ministry of Social and Community Development, Housing and Gender Affairs, and Jicinta Alexis, head of the Gender Bureau, who have supported this technical assistance and have provided valuable information and insights.

This assessment was produced and financed by the RSR-Gender R19 Grant “Strengthening Women’s Economic Opportunities and Resilience for an inclusive COVID-19 crisis recovery in the Caribbean (P178335).” This grant is under the Rapid Social Response Adaptive and Dynamic Social Protection (RSR-ADSP) Umbrella Trust Fund Program. The RSR-ADSP Program is supported by the generous contributions of Australia, Denmark, Norway, the Russian Federation, Sweden, and the United Kingdom, as well as the Bill and Melinda Gates Foundation, without which this work would not have been possible.

This note was prepared by Carmen de Paz (World Bank consultant) and in close collaboration with and under the leadership of Eliana Carolina Rubiano Matulevich (senior economist, Poverty and Equity Global Practice) and Clemente Avila Parra (senior economist, Social Protection and Jobs Global Practice). It was carried out under the guidance of Pablo Gottret (practice manager, Social Protection and Jobs Global Practice) and Carlos Rodríguez Castelán (practice manager, Poverty and Equity Global Practice). The note was also enriched with advice and feedback from Timothy Johnston (Human Development program leader for the Caribbean).

# Contents

<b>Acknowledgement</b>	3
<b>Executive Summary</b>	6
<b>Introduction</b>	9
Background	9
Overview	11
<b>Access to economic opportunity by women in Grenada</b>	13
<b>What drives female employment and entrepreneurship in Grenada?</b>	17
The quality of human capital	17
Misallocation of talent	20
Limitations in access to productive assets and finance	23
<b>Cross-cutting phenomena</b>	25
<b>Conclusions and policy recommendations</b>	28
<b>References</b>	38

## Figures

Figure 1. The analytical framework	9
Figure 2. Population pyramids 2021 and 2050	10
Figure 3. Labor force participation and employment-to-population rates	13
Figure 4. Type of occupation and category of worker	14
Figure 5. Occupational segregation in Grenada pre-COVID-19	15
Figure 6. Wage gap across the income distribution	15
Figure 7. Poverty rates by household composition	16
Figure 8. Adolescent fertility rate, by country, Caribbean region and LAC average	17
Figure 9. Primary and lower-secondary completion rates in Grenada and LAC, 2018	18
Figure 10. Rate of female deaths (per 100,000 women) at the hands of intimate partners in Grenada, 2020	19
Figure 11. Women, business and the law (WBL) scores for Grenada, 2021	21
Figure 12. Female representation (percent) in politics, Grenada, comparator countries, and LAC average, 2019	23
Figure 13. The impact of COVID-19 on food situation, April 2020 – February 2022	25

## Tables

Table 1. Human Capital Index and its components, 2020	12
Table 2. Working conditions among women and men	14
Table 3. Summary of recommendations	34

# Executive Summary

**T**his policy note seeks to identify gendered barriers to economic inclusion in Grenada and to inform policy developments to promote progress in this area. Barriers to women's economic participation not only hurt women's well-being but also harm the country's growth and poverty-reduction prospects. The analysis considers barriers related to gaps in the accumulation of human capital (health and education), the misallocation of talent, and limitations in access to productive assets, including land and finance. The overall finding is that improving gender equality in economic participation offers a promising pathway to recovery in Grenada, as demonstrated by other country experiences across the world and particularly in the Latin America and the Caribbean (LAC) region. The general economic outlook in Grenada is more positive than in many other countries in the region, including solid GDP growth that has come hand in hand with poverty reduction since 2008. In fact, during the 2008-18 period the poverty rate dropped from 37.7 to 25 percent. However, over the same period both extreme poverty and overall inequality have *increased*. For both men and women, a lack of adequate skills appears to be a major factor driving overall labor market gaps.

While women in Grenada still face a number of barriers, in certain areas they now experience comparatively better human capital outcomes than men, and the country has made significant progress towards gender equality in other dimensions. Women have better outcomes than men in the areas of health and mortality in particular. In the sphere of education only small gender differences remain as far as primary completion and in lower-secondary enrollment, also mostly to the advantage of girls. There is gender parity in access to primary education, and girls also outperform boys in learning outcomes. Although Grenadian women endure serious deficits in earnings and opportunity, as discussed further below, compared to other regional countries they participate at a high rate in the labor market and, in particular,

enjoy high rates of entrepreneurship. In fact, Grenada has made significant strides toward achieving gender equality. This is evident in public life, with 47 percent of parliamentary seats being held by women as of 2019. The country has also made progress in recent years increasing women's empowerment opportunities, including through the enactment of laws and policies and the building of institutions to promote gender equality.

Nevertheless, serious challenges remain, including gender-based violence and school dropout rates that remain high for young men and women alike. High dropout rates can be observed among both boys and girls, although for different reasons. For young women the primary reason is teenage pregnancy. Moreover, maternal and adolescent health outcomes in Grenada are better than average by regional standards, but the percentage of poor (lowest quintile) women having their first child while still a teenager is high (57.8 percent). Gender segregation into fields of secondary and tertiary study and gaps in performance also persist, much of it due to gender stereotyping in subject areas.

Women remain largely restricted to the lowest-paying sectors of the economy and suffer additional burdens since massive out-migration leaves so many as single heads of household. The realities of migration also subject many women to the dangers of sex trafficking. Half of all households in Grenada are headed by women, mainly due to economic out-migration, and female-headed households are also among the poorest and most vulnerable. At the same time, there is substantial out-migration of women and girls seeking work, and this is accompanied by a heightened risk of sex trafficking and other exploitation. Moreover, while Grenadian women's participation rates in the labor market and in entrepreneurship are relatively high, most remain restricted to less productive sectors and have lower earnings than men. For example, the majority of workers in the cocoa and nutmeg factories

are women, while in the field of education women dominate as primary teachers. In rural areas, where many women survive from subsistence farming, men own and control 77 percent of the land. Women farmers work smaller plots and are less likely to have insurance, and they are eight times more likely than men to raise crops or livestock on tiny plots of less than half an acre.

**Women entrepreneurs in Grenada report that they cannot expand due to an unsustainable market, inadequate access to financing, or the adverse impact on family life.** There is also evidence that men have access to more and larger loans than women for agricultural and tourism-related businesses. Men are roughly twice as likely as women to be managers, while women are far more likely to work in services, sales, or clerical support. And while Grenadian women's representation in management is higher than the regional average, they still make up just 20 percent of positions at the top executive level. In short, occupational segregation is high.

**Women in Grenada exercise limited agency.** The frequency of gender-based violence is high, with the rate of women's deaths at the hands of their current or former intimate partner at 5.5 (per 100,000 women) in 2020, a higher rate than in almost all other regional peers. In 2018, the proportion of ever-partnered women ages 15-64 who ever experienced physical and/or sexual violence was 29 percent. Gender-based violence carries large costs not only for women and their children, but for the entire society.

**The misallocation of talent and unequal earnings by gender in Grenada can be largely explained by discriminatory formal and informal institutions.** On the informal side, patriarchal social norms regarding the role of women, persist. Cultural customs, norms, practices

and expected behaviors, supported by beliefs about masculinity and femininity, negatively affect both males and females. On the formal side, economic practices and public policies also play a role. Despite the important role agricultural activity plays in the lives of rural women, men own and control more than two-thirds of the land. The adequacy (although not the coverage) of formal social protection is also more limited for women. Indeed, because women have higher rates of unemployment, lower average earnings, and more interruptions in labor force participation due to childbearing and child raising, their social insurance benefits (e.g., pensions) are generally lower – if they are eligible at all. Government policies and resources, while improving, also exhibit areas of neglect. For example, there is no legislation prohibiting sexual harassment at work or gender discrimination in access to credit. Concerning health, comprehensive sexual education and information for adults and youth, as well as family planning provision, is lagging. Finally, Grenada lacks a system of labor market information to track what skills and occupations are in demand, it has no public or private employment service, and it has no unemployment insurance scheme in place (although one is currently being proposed).

**Progress towards gender equality is slow, and shocks—such as health and climate disasters—can widen the inequalities between women and men.** Phenomena such as the COVID-19 pandemic, the unfolding food price crisis, and disasters linked to climate change can amplify the existing gaps and barriers to women economic opportunity. The pandemic has already led to heightened food insecurity. In the aftermath of Hurricane Ivan in 2005, many poor women experienced greater difficulty accessing medical services and a large share of women and girls experienced heightened risks of gender-based violence.

## Policy Recommendations

Four priority pillars have been identified for recommended policy options.



**Pillar 1: Strengthen investments in young women (and men's) human capital.** First, continue reducing the incidence of teenage pregnancy, for example by addressing the barriers that prevent them from completing their education and by improving access to friendly family planning services. Second, improve educational attainment among young men and women by preventing early dropout and encouraging continued education into higher levels. This could be achieved through the development of early warning systems to identify at-youth risk, provision of information on the returns to education, and strengthening of financial support and incentives to continue education (e.g., cash transfer program, Support for Education, Empowerment and Development - SEED), among others.



**Pillar 2: Improve gender equality in access to economic opportunity.** First, improve the labor market outcomes of women (and men), for example through (i) school-to-work transition programs; (ii) reducing gender segregation in fields of study by creating incentives, peer support, and mentorships to help girls choose nontraditional fields of study; and (iii) strengthening gender-sensitive labor market institutions, such as establishing employment services and a Labor Market Information System (LMIS). Second, promote a better balance in the distribution of family responsibilities between men and women and reduce discrimination, for example by improving paid maternal and paternal leave and addressing the quality of early childhood care and education service provision. Third, grant access to productive assets to women entrepreneurs by expanding women's access to credit, ensuring women entrepreneurs have ownership and control over land on par with men, and closing the gender digital gap, especially in rural areas.



**Pillar 3: Decrease the vulnerability of women (and men) to poverty.** First, strengthen social protection available to vulnerable women, for example by making the flagship Safety Net Support for Education, Empowerment and Development (SEED) more gender-responsive, including through key processes in the delivery system. Second, improve and expand the formal social protection mechanisms available to women (and men), for example by putting into place an unemployment insurance with adequate employment support services. Third, tackle the gender dimensions of cross-sectional phenomena such as COVID-19, natural disasters, and migration, for example by applying a gender lens to the diagnosis and response to COVID-19 and in responses to the new food price crisis. Fourth, improve disaster risk management policies and interventions by considering gender as part of design and implementation. Fifth, improve knowledge of migration and address its gender implications.



**Pillar 4: Improve the agency of women.** First, eradicate gender-based violence, for example by establishing a long-term comprehensive strategy to improve gender-based violence prevention and response systems as well as leveraging existing safety nets for this purpose. Second, strengthen the capacity of institutions to promote gender equality, for example by strengthening institutional machinery, such as gender-responsive budgeting. Third, improve the availability of gender-disaggregated data and analysis, such as by improving the production of sex-disaggregated data.



# Introduction

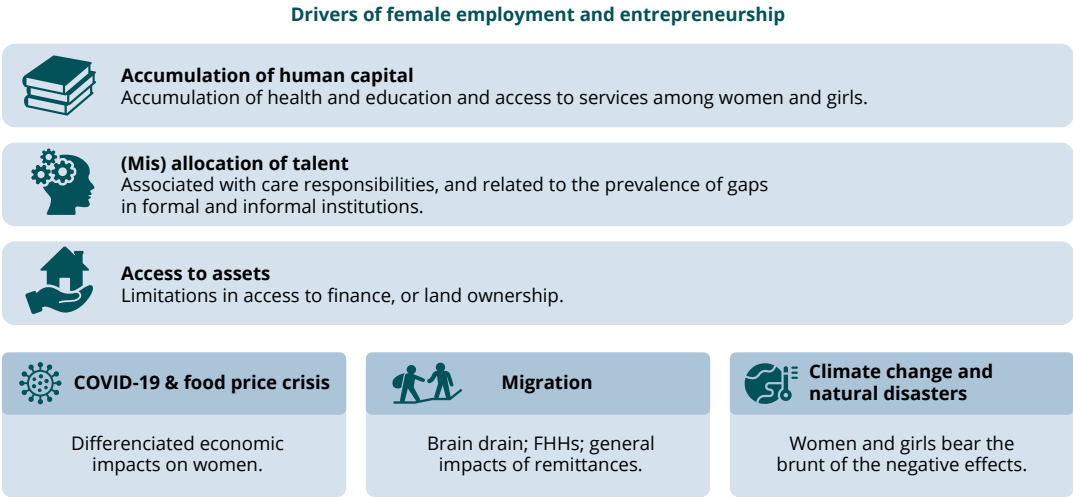
## Background

This note aims to identify gendered barriers to economic inclusion in Grenada, which also affect the country's growth and poverty reduction prospects, and has the ultimate objective of informing policy developments in this area. For that purpose, an adaptation of the framework devised by Revenga & Dooley (2020) and the *World Development Report 2006* will be used (Figure 1). This framework assumes that gender gaps in employment and entrepreneurship may be explained by barriers related to gaps in the accumulation of human capital (health and education), the misallocation of talent (in connection with care responsibilities), and limitations in access to productive assets (including finance). Gaps across these areas, especially leading to the misallocation of talent, are due to market and institutional failures, in the form

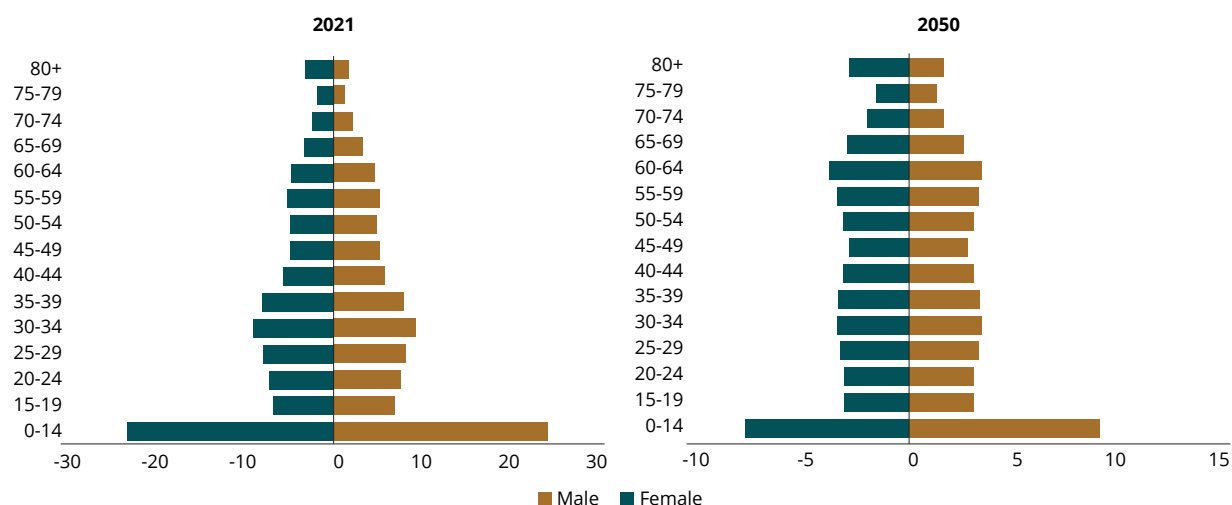
of formal (laws) and informal institutions (social norms). The existing gaps are magnified by phenomena such as COVID-19, migration, and climate change, because women and girls tend to bear the brunt of their negative impacts, in Grenada and elsewhere.

Grenada is a small upper-middle-income Caribbean Island with a young population, prone to natural disasters but also with an economy that is highly dependent on tourism. People below 30 years old represent around half of the 112,512 Grenadian inhabitants registered in 2022. Grenada has significant positive net out-migration, with more than 50 percent of its population living abroad (ECLAC and IOM 2017). The relatively high (although decreasing) percentage of youth in its population represents an asset for the country, which stands to benefit from a second demographic dividend. As with other small islands, Grenada's economy is heavily dependent on the tourism

Figure 1. The analytical framework



**Figure 2. Population pyramids 2021 and 2050**



Source: World Development Indicators, World Bank, accessed February 2023, for 2021 figures; UN Population Prospects for 2050 figures.

sector. This poses a threat to the country's resilience in the face of external shocks such as COVID-19. In addition, the country is particularly vulnerable to climate-related shocks due to its location, stemming from both natural disasters and the effect of rising projected temperatures and oceans (World Bank 2021e).<sup>1</sup>

**Recent growth and poverty reduction trends in the country have been disrupted by the COVID-19 pandemic.** Prior to the pandemic and following the recovery from the 2008-09 crisis in 2014, the country was growing at an average 2.8 percent – above the average 1.75 percent over the period 2010-14. This compared favorably to its neighbors. GDP growth has come hand in hand with poverty reduction during the 2008-18 period, with poverty rates decreasing from 37.7 to 25 percent. However, both extreme poverty and overall inequality have increased over the same period. The challenges posed by the COVID-19 pandemic and subsequent economic downturn threaten to reverse some of the positive developments observed in the last decades (World Bank 2021a). Grenada has been hit particularly hard by the effects of the pandemic, which has led to a severe halt in the tourism sector and a large contraction in GDP (by 12.6 percent in 2020).<sup>2</sup>

**The unfolding food insecurity crisis resulting from the spike in energy and food prices following the war in Ukraine and severe droughts affecting key producers (China, India, Horn of Africa) is likely to make the economic situation worse.** As the associated economic downturn takes hold across countries including the United States, the United Kingdom, and Canada, tourism inflows may experience a decline in Grenada, since a large share of the tourism market comes from these countries. In addition, the sector may be harmed directly by the increase in commodity prices. Similarly, the construction sector, another key sector on which economic growth has been based in recent years, may be severely affected as a result.

**Gender equality in economic participation offers a promising pathway to recovery in Grenada.** Promoting gender equality in labor markets and access to assets has been associated with higher economic growth across countries (Aguirre et al. 2012; Cuberes & Teignier 2016; Woetzel et al. 2015) and with significant reductions in poverty and inequality, in particular in Latin America and the Caribbean (LAC) (World Bank 2012). According to Teigner and Cuberes (2016), this is also the case in Grenada, where gender inequality in labor markets contributed to

1 While hurricanes are infrequent, hurricanes Ivan and Janet demonstrate Grenada's vulnerability to storm-related risks. Apart from storms, Grenada is regularly exposed to the risk of landslides, which occur with frequency during the annual rainy season from June to December, caused by tropical waves and upper-level troughs. Storm surge is problematic in exposed coastal areas either through localized flooding in low-lying reaches or through cliff-side erosion, which has its greatest impact on the island's principal road, linking coastal and interior communities. Additionally, Grenada is exposed to the potential effects of volcanic eruption from Kick-em-Jenny, an active 1300-meter undersea volcano located 8 km north of Grenada.

2 <https://pubdocs.worldbank.org/en/580931582655260624/mpo-grd.pdf>

an average income loss of 13 percent annually. Grenada's current demographic profile, characterized by a relatively young population bulge, presents special potential for growth (see Figure 2). However, this will require ensuring that women have access to economic opportunities on an equal footing with men.

**Despite representing half the population and much of the potential for growth in the country, Grenadian women and girls still face particular challenges to engaging in economic activities.** Although female labor force participation in Grenada, at 61.1 percent in 2020, is relatively high compared with other countries (the average in LAC was 47.7 percent in the same year), it is still lower than that of men (73 percent). At the same time, the quality of employment and entrepreneurship available to women remains low, and segregation persists that limits most women to less productive – and poorly paid – activities and sectors. For instance, women are overrepresented in the oversized tourism and retail sector, which leaves many female workers extremely vulnerable to shocks such as the COVID-19 pandemic and the unfolding economic crisis associated with the increase in food and energy prices. Female-owned businesses, many aligned with the care sector, also tend to be smaller than male-owned businesses.

**A particular feature of Grenadian society is that half of all households are headed by women mainly due to economic out-migration.** Female-headed households are among the poorest and most vulnerable (World Bank 2021a), and they face especially severe challenges to engaging in productive activities, more so when dependent people live in the household. Economic vulnerability is worsened for many women by their lack of adequate access to social protection. COVID-19 has highlighted and amplified the care burden on women, given the additional needs. As a consequence, women have seen their employment and entrepreneurship rates significantly reduced. Unfolding trends, including climate change and the projected rise in food prices driven by the Russian invasion of Ukraine, threaten to further weaken the economic status and participation of women in Grenada, with even more negative impacts on overall growth and development prospects.

## Overview

**Women in Grenada show comparatively better human capital outcomes than men.** On average, no relevant gender gaps are observed in health outcomes to the disadvantage of women, other than the persistence of adolescent pregnancy, which, despite being comparatively low, still operates as a major barrier to economic participation for young women. On the contrary, men appear to have poorer health outcomes than women, as indicated by the Human Capital Index (HCI)<sup>3</sup> component of adult survival rates, which was higher among girls than boys (0.88 compared to 0.82 in 2020) (World Bank 2020a). Indeed, mortality rates are higher among men than women, as is the incidence of noncommunicable diseases as a cause of death. Mortality is also higher among male infants and children under five. With regard to education, only small gender differences remain in primary completion and in enrollment in lower-secondary education. In line with the trend observed in comparator countries, such as Jamaica, reverse gaps (to the advantage of girls) emerge in completion at the lower-secondary level. In addition, harmonized tests and Learning-Adjusted Years of School (LAYS) are higher among girls than boys. All these combined explain the higher accumulation of human capital by girls than boys in the country, as indicated by the higher HCI registered in 2020 among the former: 0.6 compared to 0.54 among boys (see table below). On the other hand, segregation by field of study persists, with girls and young women being more present in social sciences and boys and young men in STEM.

**However, the improvement in the accumulation of education and health by Grenadian women and girls over the last decades has not yet fully translated into equal access to economic opportunity.** While participation rates in the labor market, employment and entrepreneurship are relatively high, Grenadian women face particular challenges in this area and remain restricted to comparatively less productive sectors and have lower earnings than men. Women for instance still show lower participation rates and higher unemployment than men, while they are over-represented among unpaid family workers and under-represented among employers. Moreover, a substantial wage gap persists, regardless of observable factors such as education or experience, which indicates

<sup>3</sup> The Human Capital Index (HCI) measures the human capital that a child born today can expect to attain by age 18, given the risks to poor health and poor education that prevail in the country where she lives. The methodology used to calculate it is described in World Bank (2018).

that discrimination may be at play. Finally, households with one woman and children show one of the highest poverty rates in the country. This is of special concern given the high share of households that area headed by women in Grenada.

**Phenomena such as the COVID-19 pandemic, the unfolding food price crisis, or climate change can operate as amplifiers of the existing gaps and barriers preventing women’s access to economic opportunity.** Globally, women have shouldered the negative impacts of COVID-19 on economic activity and earnings, taking on the majority of extra care responsibilities (de Paz, Gaddis and Muller 2021). The negative impacts on employment and incomes have been especially noticeable in Caribbean countries, which are highly reliant on tourism, one of the most badly hit economic activities (UN Women 2021). There is evidence that indicates that the COVID-19 pandemic has particularly hit women with regard to food insecurity, although men appear to report loss of livelihoods to a larger extent. In addition, the unfolding food and energy price crisis unleashed by the Russian invasion of Ukraine and other concurrent crises is likely to take a high toll on vulnerable women and girls, as evidence from previous and similar situations suggests (OXFAM 2019). Grenadian women and girls are also disproportionately impacted by natural disasters, as shown for instance by the experience of Hurricane Ivan in 2004 (ECLAC 2005).

**The misallocation of talent in Grenada is largely explained by discriminatory formal and informal institutions.** Despite recent progress in advancing a formal institutional framework for gender equality, gaps in this area remain. This is especially the case concerning legislation on childcare and parenthood. Moreover, patriarchal social norms regarding the role of women and men in society persist. In some areas, the country seems to be faring better than its regional peers. As an example, the role of women in decision making in representative institutions

**Table 1. Human Capital Index and its components, 2020**

	Boys	Girls
HCI	0.54	0.6
Survival to Age 5	0.98	0.99
Expected Years of School	12.9	13.3
Harmonized Test Scores	380	409
Learning-adjusted Years of School	7.9	8.7
Adult Survival Rate	0.82	0.88

Source: Human Capital Index (HCI) released in September 2020

(e.g., parliament) and ministries is comparatively high. However, women are still largely absent from decision making in public and private spaces. Data and analysis on gender-based violence (GBV) remain scarce, although the data available indicate that this type of violence is a persistent and concerning phenomenon, one that bears important social and economic costs.

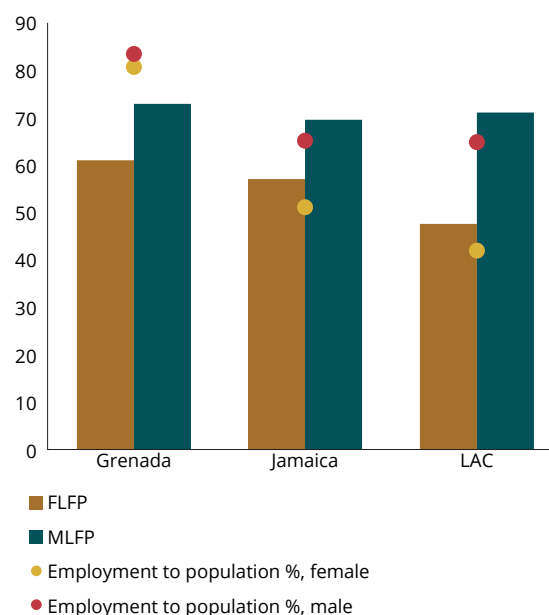
**Lack of adequate access to productive assets operates as an additional barrier for Grenadian women to build and grow successful businesses.** Despite having similar levels of access to bank accounts as men, women in Grenada face specific challenges to access financing and insurance, particularly in the agricultural sector. On the other hand, and despite the important role agricultural activities play among rural women, men also own and control more than two-thirds of land in the country (Government of Grenada 2014). A digital gap also persists, limiting the economic prospects of many Grenadian women, especially in rural areas.

# Access to economic opportunity by women in Grenada

The most recent available data (LFS 2021 Q2)<sup>4</sup> indicate that, compared with other countries in the Latin America and the Caribbean (LAC) region, Grenadian women participate in the labor market at a high rate, albeit a lower rate than that of men (Figure 3). In 2021, 61.1 percent of women actively participated in the labor market, compared to an average 47.7 percent for the LAC region in 2020 and 57 percent in Jamaica. However, the participation rate among men, at 73 percent, was still more than 10 percentage points higher. Similarly, the employment rate among women, at 80.5 percent, was relatively high – compared to 51.1 percent in Jamaica and 41.9 percent on average in the LAC region, yet it was still lower than that observed among men (83.4 percent).<sup>5</sup> The main reasons for inactivity among men and women are retirement or old age, followed by being in school or training. However, the response given by women and men diverges in the third major reason: While for women it is family duties, for men it is illness or disability. This reflects the social norms and dynamics around family formation and the distribution of responsibilities across the household, including caregiving, between women and men. It also reflects the high rate of noncommunicable and chronic disease in Grenada, particularly among men. Most of the inactive men and women had completed primary education.

Despite relatively high participation and employment rates among women, the quality of female employment remains low. Indeed, female unemployment, at 19.5 percent, is 5 percentage points higher than the rate for men.

**Figure 3. Labor force participation and employment-to-population rates**



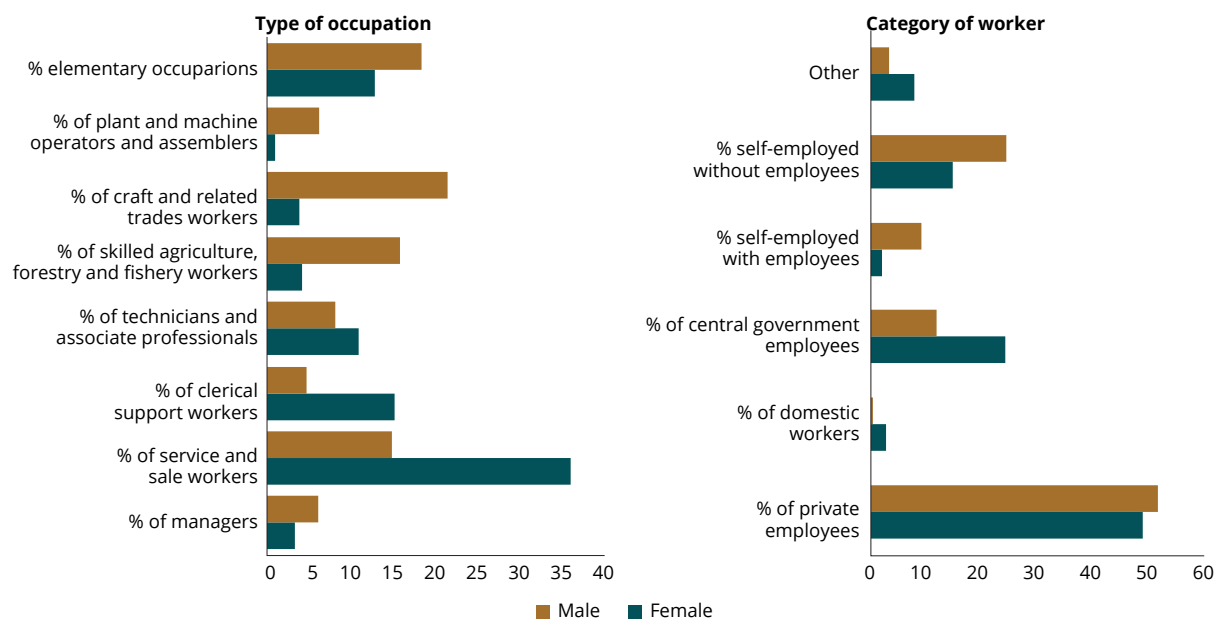
Source: LFS 2020 4Q for Grenada; and World Development Indicators, World Bank, accessed May 2022, for the rest of the countries.

This gap increases to 12 percentage points among youth (ages 15 to 24). Moreover, men are more likely to be managers (6 percent compared with 3.3 percent among women), while women are more likely to be service and sales workers (36 percent compared with 14.8 percent)

<sup>4</sup> [https://gov.gd/sites/default/files/docs/Documents/reports/Grenada\\_LFS\\_2013-2015.pdf](https://gov.gd/sites/default/files/docs/Documents/reports/Grenada_LFS_2013-2015.pdf)

<sup>5</sup> It must be noted, however, that data for Grenada come from the LFS, whereas those for Jamaica and the LAC region are national estimates from the World Development Indicators (WDI) – and thus may not be fully comparable. In the WDI database, the employment-to-population ratio is defined as the proportion of a country's population that is employed. Employment is defined as persons of working age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit, whether at work during the reference period (i.e. who worked in a job for at least one hour) or not at work due to temporary absence from a job or to working-time arrangements.

**Figure 4. Type of occupation and category of worker**



Source: LFS 2020 4Q

or clerical support workers (15.1 compared with 4.7 percent) (LFS 2020 4Q) (see Figure 4). Women also tend to work fewer hours than men: only 19.7 percent of women (compared to 26.6 percent of men) work between 41 and 60 hours per week. A smaller share of female than male workers are private employees (47.7 percent compared to 54.3 percent), while the opposite is true for domestic work (2.3 percent of women compared to 0.2 percent of men). On the other hand, women are overrepresented in the public sector, where 24.3 percent of them work as compared to 10.2 percent of men. Labor market outcomes are likely to be much poorer among women from lower-income backgrounds – compared with their male counterparts (see for instance ECLAC 2019).

**Occupational segregation is high, with working women concentrated in lower-productivity activities.** Grenadian women tend to concentrate in wholesale and retail trade (19.7 compared with 16.9 percent among men), public administration and compulsory social security (12.9 compared with 6.2 percent), education (12.7 compared with 4 percent), and accommodation and food service activities (9.1 compared with 3 percent) (Figure 5). It is particularly noteworthy that the concentration of women compared with men is the highest in human health and social work, areas that focus on care. In contrast, they are underrepresented in construction (1 percent compared

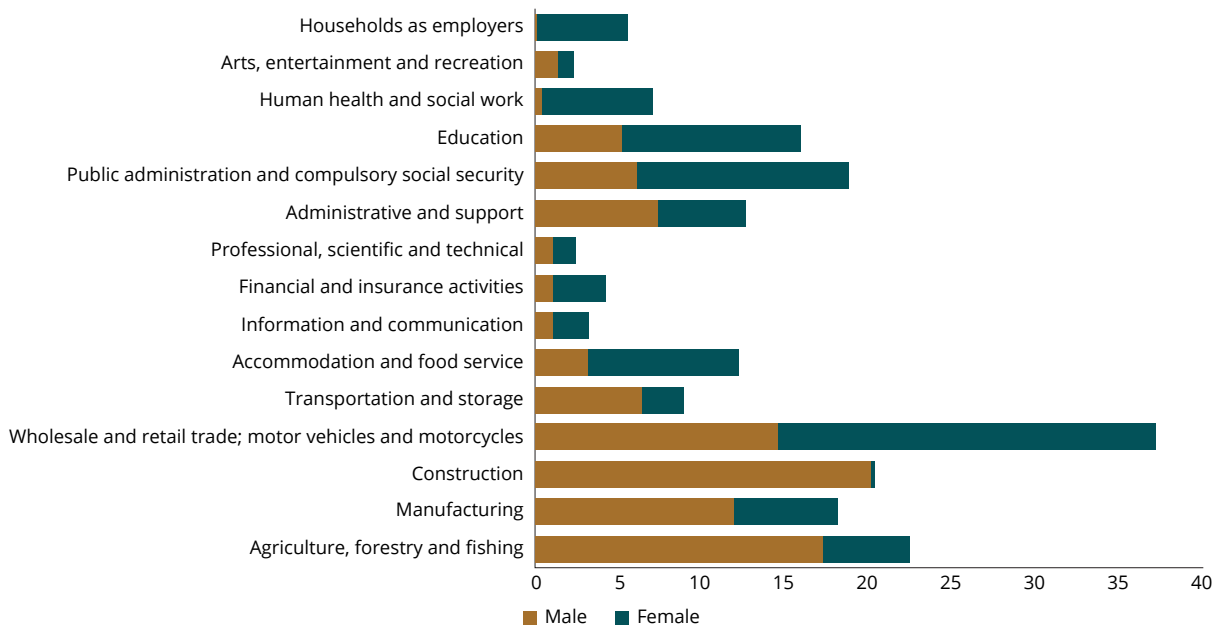
**Table 2. Working conditions among women and men**

	Female	Male
Unemployment rate (%)	19.5	14.5
Youth unemployment rate (15-24 years old)	34	22
Percent of employees working 41-60 hours per week	19.7	26.6

Source: LFS 2020 4Q; youth unemployment is for 2019, ILO (2021).

to 20.9 percent among men), agriculture, forestry and fishing (5 compared to 16.5 percent), and transport and storage (2.6 compared to 6.7 percent). Within agriculture, gender segregation into lower-paid jobs also exists. For example, most workers on crop farms are women, livestock farming and fishing are male-dominated, and the majority of workers in cocoa and nutmeg factories (for sorting and packing) are women (Caribbean Policy Development Center 2021). In the education sector, which is 70 percent female, women dominate as primary teachers (80 percent) while male professors are more present in the upper-secondary and tertiary levels (World Bank 2022b).

**Figure 5. Occupational segregation in Grenada pre-COVID-19**

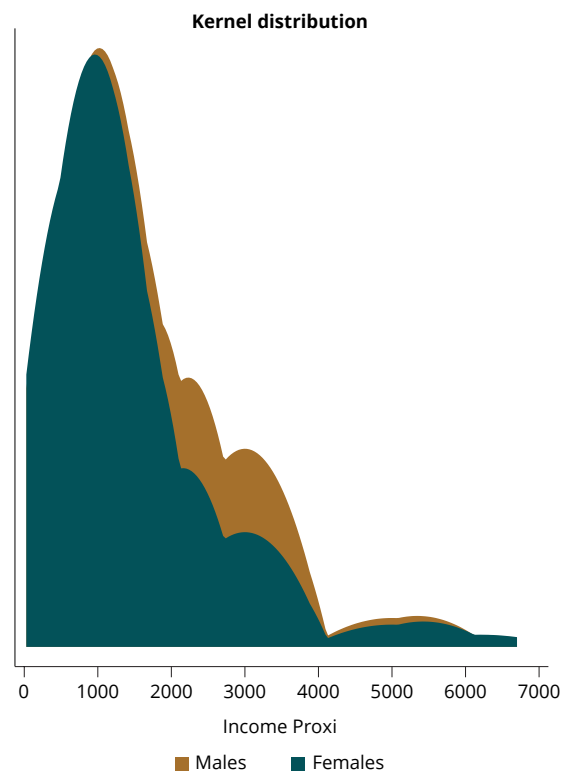


Source: LFS 2019, 1Q.

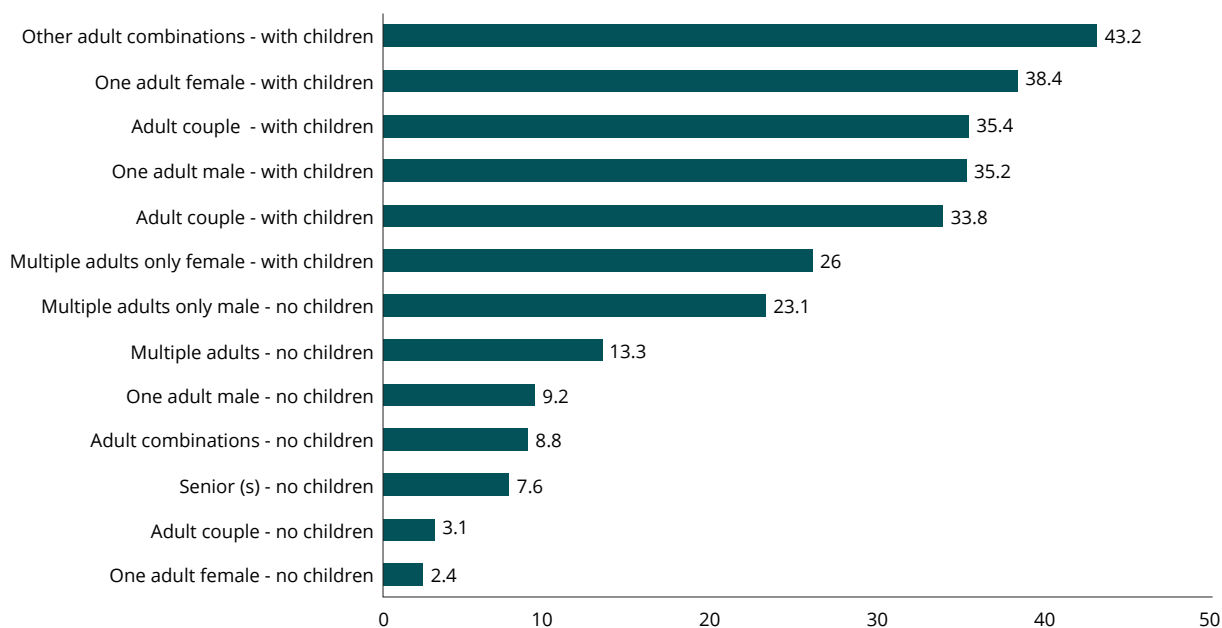
**Women tend to have lower wages than men.** The gross monthly salary tends to be higher among men, with 13.2 percent of them compared to only 8.8 percent of women reporting earning between 2,000 and 3,999 XCD (East Caribbean dollars) per month (LFS 2020, 4Q). The gap persists across most income brackets (see Figure 6 below). Further analysis of the drivers of this gap will be required to better understand what is really behind it. Given that women are better educated on average than men, and that they work in similar sectors as men, unobservable factors including discrimination are likely to play a key role – as elsewhere in the region.

**Female entrepreneurship rates are relatively high in Grenada.** The Caribbean registers some of the highest rates of female entrepreneurship in the world. However, it is also characterized by having notably fewer female than male entrepreneurs, partly due to the prevalence of traditional gender roles that restrict female participation to reproductive and care roles and to low-revenue economic sectors (Stuart, Gény, & Abdulkadri 2018). Grenada is one of the few countries where at least 20 percent of firms are owned predominantly by women. Indeed, the share of firms with female participation in ownership, at 57 percent, was already very high in 2010 compared to the average of 31 percent in the LAC region and 32 percent in St. Lucia – although it remains below

**Figure 6. Wage gap across the income distribution**



**Figure 7. Poverty rates by household composition**



Source: World Bank 2021a – SLCHBS 2018-2019

the 76 percent registered in St. Vincent and the Grenadines. Up-to-date data on female ownership would be required to have a more accurate picture of the situation one decade later.

**Regardless of the comparatively high presence of women in entrepreneurship, female-owned firms tend to concentrate in low-productivity and low-growth sectors and face particular challenges.** Female-owned companies in the Caribbean tend to operate without employees in consumer-oriented sectors and are more likely than those owned by men to be informal and home-based (Stuart et al. 2018). Among the challenges reported by Grenadian female entrepreneurs are having no room for expansion due to the lack of sustainability of the market, inadequate access to finance to improve their product

and scale up their operations, and the adverse impact on family life (Government of Grenada 2014).

**Partly as a result of the existing limitations in economic participation and income generation among women, poverty affects them in particular ways.** A higher proportion of poor households are female-headed than nonpoor households (54 percent of the poor were female-headed households in 2018-19). By demographic composition,<sup>6</sup> households with children and only women are the second poorest, with a poverty rate of 38.4 percent, only after other adult combinations with children. On the other hand, households consisting of one female adult without children have the lowest poverty rate (2.4 percent), below that observed for households comprised of one male adult with no children (9.2 percent) (World Bank 2021a) (see Figure 7).

<sup>6</sup> This analysis looks at the incidence of poverty by demographic composition of the household, including age and sex of the members. This makes it possible to identify potential gendered dynamics in the distribution of poverty.



# What drives female employment and entrepreneurship in Grenada?

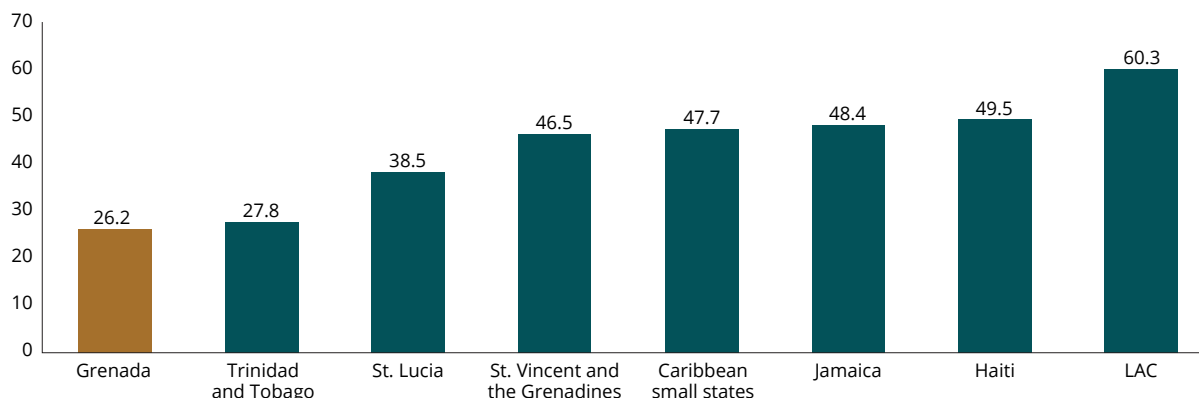
## The quality of human capital

Women tend to register better health outcomes than men in Grenada. Adult mortality rates, as in other countries, are higher among men than women: 154 compared to 89 per 1,000 male/female adults ([UN World Population Prospects 2022](#)). The incidence of noncommunicable diseases as a cause of death is higher among men than women (490 compared with 393 deaths in 2015) ([WHO](#)). In addition, infant mortality and under-5 -year-olds mortality rates are also higher among boys than girls: 16 compared with 13 per 1,000 live births and 18 compared with 15 per 1,000 live births in 2020 ([Inter-agency Group for Child Mortality Estimation](#)). This trend is also reflected in the HCI<sup>7</sup> measures of health components of survival to

age 5 (0.99 among girls and 0.98 among boys) and adult survival rates (0.88 among girls compared to 0.82 among boys) (World Bank 2020a).

**Maternal and adolescent health outcomes are also high by regional standards.** Maternal mortality rates, at 25 deaths per 100,000 live births in 2015 (WDI) remain low compared to the LAC regional average of 77, which includes 117 (2017) in St. Lucia and 64 (2015) in St. Vincent and the Grenadines (see Figure 8). In connection with this trend, access to maternal services appears to be universal – although overall levels may mask differences among population groups. The adolescent birth rate, at 35.9 per 1,000 women ages 15–19 in 2014, remains relatively low when compared with regional peers (UN Women 2020). However, the percentage of women having their first child

**Figure 8. Adolescent fertility rate, by country, Caribbean region and LAC average**



Source: World Development Indicators, World Bank, accessed in May 2022.

<sup>7</sup> The Human Capital Index (HCI) measures the human capital that a child born today can expect to attain by age 18, given the risks to poor health and poor education that prevail in the country where she lives. The methodology used to calculate it is described in World Bank (2018).

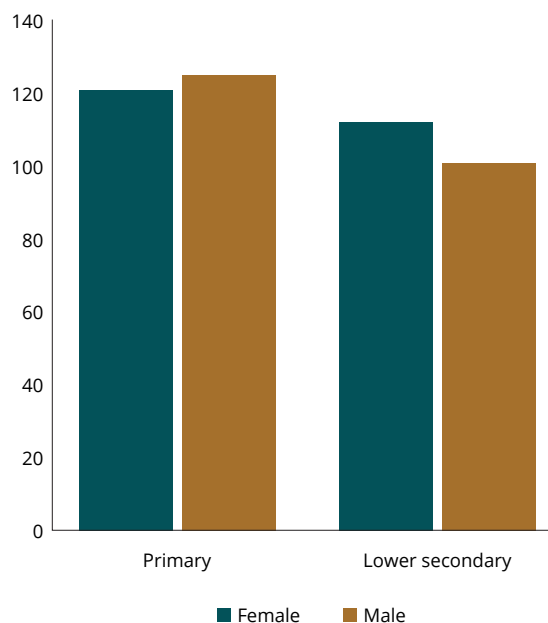
as a teenager is as high as 57.8 percent among those in the lowest income quintile – compared to 25 percent in the highest.<sup>8</sup>

**Lack of adequate skills appears to be a major factor driving overall labor market gaps in Grenada (both for men and women).** Skills mismatches leave many out of the labor market and preclude economic competitiveness and productivity gains in the Caribbean region. The foundational skills of students when they enter tertiary education are poorer than those in OECD countries and other peers in the LAC region such as Mexico and Chile. A large number of workers in the region are underskilled for the existing jobs. This phenomenon is more common among men than women. Indeed, and in the case of Grenada, having an inadequately educated workforce ranks as the second-biggest business obstacle identified by firms in the country, and the first obstacle for both mid-size and large firms (IFC 2011).

**This skills gap and low learning levels are expected to have been significantly exacerbated by the COVID-19 pandemic.** Before COVID-19, a difference of almost 5 years was observed in Grenada between the average expected years of study (13.1) and the learning-adjusted years of study (8.3). This gap is expected to grow to 6.2 years with the pandemic, because between March 2020 and February 2022 schools were closed for 76 weeks (World Bank 2022a). Teachers highlighted constraints to home schooling such as limited access to devices and poor connectivity (Royston and Germain 2020).

**Small gender gaps remain in educational enrolment and attainment, mostly to the advantage of girls.** Grenada appears to be characterized by a high degree of parity in access to primary education. The gender parity index for primary education enrolment improved from 0.91 to 0.98 between 1988 and 2018, while for those in lower- and upper-secondary education the index was close to 1 in 2018. However, some gender gaps can be observed in school completion: Primary completion rates in 2018 were 125 and 121 among boys and girls, respectively.<sup>9</sup> On the contrary, reverse gender gaps were already evident two decades ago in lower-secondary education completion; in 2018 the rate was 101 among boys and 112 among girls (see Figure 9). In addition, women

**Figure 9. Primary and lower-secondary completion rates in Grenada and LAC, 2018**



Source: World Development Indicators, World Bank, accessed in May 2022.

outnumber men in tertiary education: Gross enrolment rates were 116 among women compared to 93 for men in 2018. It must nevertheless be noted that the overall gross graduation ratio from tertiary education in Grenada is 67 percent, which means almost a third of those who enter tertiary education do not complete it. These trends are likely to affect the future allocation of labor.

**The gender gap in enrolment and completion is particularly evident in vocational education.** In 2020, 61 percent of all the candidates registered in various programs leading to the Caribbean Vocational Qualification (CVQ) and National Vocational Qualification (NVQ) certification were female – down from 76 percent the previous year (NTA 2020). Women indeed tend to outperform men in enrolment and certification. It has been reported that this may be related to the lack of financial resources to develop and maintain the infrastructure and equipment needed to run programs that males are more likely to enroll in, although the reasons remain unclear (Fletcher and Ndahi 2020) (World Bank 2022a).

<sup>8</sup> [https://oig.cepal.org/sites/default/files/2014\\_gender-equality-policy-action-plan\\_grd.pdf](https://oig.cepal.org/sites/default/files/2014_gender-equality-policy-action-plan_grd.pdf)

<sup>9</sup> Primary completion rate, or gross intake ratio to the last grade of primary education, is the number of new entrants (enrollments minus repeaters) in the last grade of primary education, regardless of age, divided by the population at the entrance age for the last grade of primary education. There are many reasons why the primary completion rate can exceed 100 percent. The numerator may include late entrants and overage children who have repeated one or more grades of primary education as well as children who entered school early, while the denominator is the number of children at the entrance age for the last grade of primary education.

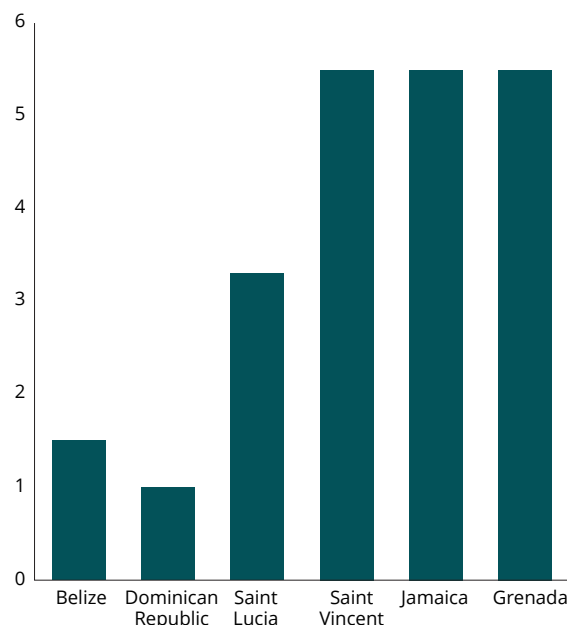
Girls also outperform boys at all levels of the school system (ILO 2021), while they show higher learning-adjusted years of school (LAYS). Girls perform better on learning assessments than boys in Grenada. Based on the HCI calculation, harmonized test scores for girls in the year 2020 were 409 compared to 380 among boys. In addition, the expected years of school were higher among girls than boys in 2020 (13.3 compared to 12.9) as well as the LAYS (8.7 among girls compared to 7.9 among boys) (World Bank 2020a).

However, teenage pregnancy continues to be a key constraint for young women, limiting their education. High dropout rates can be observed among both boys and girls in secondary schools, although for different reasons. Less than 15 percent of secondary school graduates go on to pursue post-secondary education. Men constitute three out of five dropouts in Grenada, primarily in connection with low performance or failure. For females, however, the primary reason for dropping out of school is teenage pregnancy – reported by 19.4 percent of dropouts (Government of Grenada 2014; World Bank 2022b). Girls appear to face particular challenges in the transition from school to work, as reflected by a slightly higher share of youth not in education, employment, or training (NEETs) among women: 31 percent compared to 29 percent among men (UNICEF 2021).

In addition, gender segregation into fields of study and gaps in performance persist. Gender stereotyping in the subject areas chosen by males and females at the secondary and tertiary levels persists, largely in connection with the lack of role models. This, together with bias and discrimination, contributes to occupational segregation and has implications for men’s and women’s ‘choice’ of occupation, employability, and wage potential in the job market (Government of Grenada 2014). This is also the case in vocational education, where regional evidence indicates that women still tend to concentrate in specific, more feminized sectors of study. The reasons behind this trend have not been ascertained, but they could be related to inadequate or irrelevant labor market information. National Training Agency (NTA) and other education and training institutions have posited explanations such as the cost of procuring equipment and facilities and the tendency for some qualifications to be biased toward women or men.

Gender-based violence (GBV) is a persistent and extreme phenomenon that illustrates the entrenched gender imbalances that still pervade the country. The

**Figure 10. Rate of female deaths (per 100,000 women) at the hands of intimate partners in Grenada, 2020**



Source: ECLAC 2021.

rate of women’s deaths at the hands of their current or former intimate partners in Grenada was 5.5 in 2020 (per 100,000 women), at the same level as in Jamaica and St. Vincent and above the level in other regional peers (ECLAC 2021) (see Figure 10). In 2018, the proportion of ever-partnered women ages 15-64 who ever experienced physical and/or sexual violence was 29 percent – more than one in four Grenadian women (UNICEF 2021; World Bank 2022b), while 7.8 percent of women ages 15-49 reported that they had been subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months. Similarly, 13.7 percent of women ages 18-29 had experienced sexual violence by age 18 (UN Women 2020). The COVID-19 pandemic and associated lockdown measures have likely made things worse, as data across countries (de Paz, Gaddis, & Muller 2021) and anecdotal evidence from Grenada show. While there was understandably a lower number of reported cases, an increase in the number of cases and the intensity of the violence during this period have both been registered, according to official sources.

GBV bears large costs not only for women and their children, but for the entire society. GBV leads to large losses in terms of education, employment and civic life

for the women who experience it. There is evidence from various countries that the episodes of GBV force women to lose time from paid work and therefore negatively affect businesses through reduced productivity, absenteeism, increased leave and sick days, and victims exiting the workforce (ILO 2020; IFC 2021). Children also suffer the consequences of GBV in the family, both directly and indirectly. In Grenada, IPV survivors' children acted aggressively (17 percent), were quiet or withdrawn (16 percent), wet their beds (15 percent), and had to repeat school (13 percent) (UNICEF 2021). Overall, this phenomenon is highly costly to societies. The economic costs of lost productivity due to domestic violence conservatively ranges from 1.2 percent of GDP (World Bank 2013) to as much as 6 percent of GDP (Care International 2018), far more than what a middle-income country invests in education, health, or social protection.

## Misallocation of talent

**Discriminatory formal and informal norms underlie the gaps identified in the previous sections, which lead to the systematic misallocation of talent.** Although time use data are not available (a time use survey is listed as a specific measure in the new Action Plan – see below), for the majority of women the responsibility for family and childcare prevents them from participating more equitably in leadership and decision-making at all levels. Men are still expected to be breadwinners and protectors of the nation and of women and children, while women are perceived as homemakers and caregivers who occupy the private sphere of society (Government of Grenada 2014). Investments in human capital accumulation can also be skewed due to the imbued beliefs and norms and, therefore, affect aspirations and expectations among both girls and boys.

**On the front of formal institutions, Grenada has made significant strides toward achieving gender equality, addressing GBV, and increasing women's empowerment opportunities.** The government has enacted important laws and policies and set up institutions for the promotion

of gender equality in recent years. As an example of these efforts, a comprehensive Gender Equality Policy and Action Plan 2014-24 has been put into place.<sup>10</sup> The country scores 80.6 out of 100 in the World Bank Group's 2021 WBL ranking,<sup>11</sup> slightly higher than the LAC regional average of 80.1 (see Figure 11). The ranking is the same for the most recent (2022) WBL ranking. In terms of legislation, there are no constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, gender differences in property and inheritance, or laws affecting the size of a woman's pension (WBL 2021).<sup>12</sup>

**However, some gaps remain in the legal and institutional framework.** For example, there is no legislation on sexual harassment at work or associated criminal penalties/civil remedies; there is no maternity leave of at least 14 weeks and 100 percent administered by the government; there is no parental or paternity leave; and the law does not prohibit gender discrimination in access to credit (WBL 2021). Moreover, the protocol to the convention on the elimination of all forms of discrimination against women has not been signed or ratified (ECLAC 2021). Women entrepreneurs also remain constrained by regulatory dimensions pertaining to labor and product markets (UN Women 2020).

**Important gaps can be identified in basic service provision with repercussions for women's health.** In particular, adequate comprehensive sexual education and information for adults and youth as well as family planning provision appear to be lagging. Although information in this regard remains scarce, the main source of family planning services and sexual information and education in Grenada appear to be civil society organizations. Social resistance in this area seems to be widespread, related to lack of information, and fueled by religious misconceptions. However, no up-to-date analysis on how the current system is responding to these challenges is available; this remains an important knowledge gap.

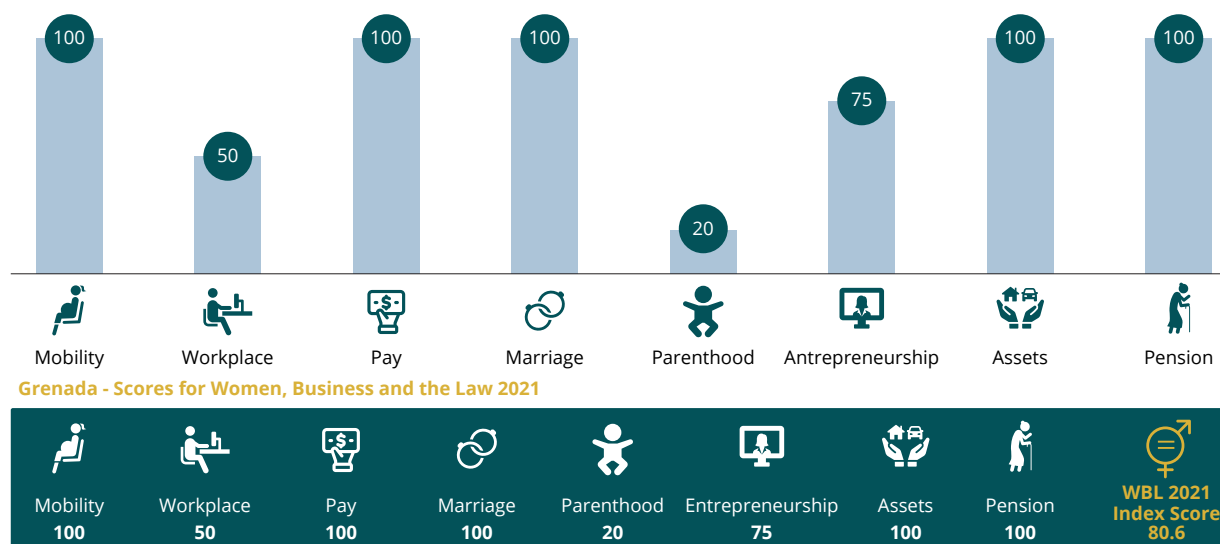
**There is a need for Grenada to move toward being a care society and economy, one that adequately recognizes the value of care work.** Despite care work being fundamental in our societies, as proven during the COVID-19 pandemic, the burden of it, in the form of both formal but

10 <https://caribbean.unwomen.org/en/caribbean-gender-portal/grenada>

11 Women, Business and the Law (WBL) is a World Bank Group project collecting data on the laws and regulations that affect women's economic opportunity. The yearly index measures the legal differences on access to economic opportunities between men and women in 190 economies across a selection of areas including mobility, workplace, pay, marriage, parenthood, entrepreneurship, assets, and pensions.

12 <https://wbl.worldbank.org/content/dam/documents/wbl/2021/snapshots/Grenada.pdf>

**Figure 11. Women, business and the law (WBL) scores for Grenada, 2021**



especially informal work, falls on women and girls—globally, in the Caribbean, and in Grenada. This operates as a fundamental barrier for the economic inclusion of women on an equal footing with men and generally makes them more vulnerable to economic dependency and poverty. It is therefore crucial that this type of work becomes adequately acknowledged and rewarded. For that purpose, services and public policies that can better redistribute some of the care burden between women and men need to be put into place. These include, fundamentally, paid maternal, paternal, and parental leaves, early childhood care and education (ECE) services, and older people care.

**Especially relevant gaps exist and deserve attention in the area of family policy in Grenada.** Maternity, paternity, and parental leave policies play a significant role in ensuring financial protection at the time of pregnancy, childbirth, and child raising, and in promoting gender equality—by enabling women to continue their careers when they become parents. They are also key to support the health and early development of children (World Bank 2019; UNICEF 2020). Grenada has in place a 12-week maternity leave, below the minimum 14 weeks established by the ILO Convention No. 183 (UNICEF 2020). International evidence also indicates that paternity and shared parental leaves with some embedded incentives (such as quotas for fathers) are the most effective to rebalance the distribution of childcare responsibilities between mothers and fathers, preventing discrimination and potentially

contributing to the improved attachment of fathers and children.

**Enhancing the availability/accessibility and the quality of childcare has also shown positive impacts on the labor market inclusion of women with children** (Halim, Perova, & Reynolds 2021). The Early Childhood Unit at the Ministry of Social Development is responsible for managing the affairs of the 10 government-run, public daycare centers as well as supervising and regulating approximately 43 registered private daycare centers. Formal education begins at the preprimary level, where the focus is on early childhood education with children three to four years old although enrollment is not compulsory. Currently, there are 62 public preprimary schools. A recent UNICEF assessment found that the child development system appears to be social network-based, as opposed to a purpose-driven information technology system that can be easily accessed for target information. The assessment also identified specific deficiencies with regard to the screening of and support to children with disabilities within the system (UNICEF 2020a). A previous assessment had indicated that important quality, access, and system support deficiencies persisted, blocking the optimal quality and expansion of the ECE services in Grenada. In particular, it highlighted that the quality of the curriculum varied and the qualifications of staff were inadequate (UNICEF 2017). However, since then, the Grenada Bureau of Standards, under the supervision of the

Bureau's Technical Committee for Education, developed the Grenada National Standard: Requirements for the Establishment and Operation of Early Childhood Centers, to which all daycare centers and preprimary schools are required to adhere (UNICEF 2020a).

**As a consequence of the observed trends in economic participation, the adequacy (although not the coverage) of formal social protection is also more limited for women.** Due to the prevalence of informal work, it is estimated that a large section of the working population, both men and women, either do not contribute to or do not meet the basic number of contributions to qualify for long-term NIS benefits. Data from the Labor Force Survey (LFS) 2018 show that although in the two highest income brackets the share of male contributors was higher than that of females, overall the number of female contributors to the social security scheme was higher than the number of males. This may be related to the nature of the jobs that many men held – for instance in construction, fishing, or farming. However, and at the same time, men received larger benefits than women on average, for instance with regard to pensions (ECLAC 2019). Indeed, women's higher rates of unemployment in the labor force, lower average earnings, and breaks from labor force participation due to childbearing, raising of young children, and caregiving, make women's social insurance benefits generally lower – if they are eligible at all.<sup>13</sup>

**There is a lack of labor market information needed to better know the skills and occupations in demand.** A recent labor market assessment in Grenada found that there is currently no public or private employment service in Grenada, and therefore no support or counselling for mid- and lower-skilled workers. Both the construction and hospitality sectors indicated they routinely sought foreign workers (non-OECS) for mid- and upper-level management and specialty skills, and both sectors highlighted that important skill shortages in the country impeded business expansion. Employers noted that many candidates are excluded out of hand, because of either their poor written applications or their poor basic interviewing skills when brought in for an interview (World Bank 2022b).

**In addition, Grenada does not have an unemployment insurance system in place.** When a shock such as COVID-19 or the current food price crisis strikes, the impacts through the labor market (increases in

unemployment and informality) are expected to particularly impact economic activities that depend on the ecosystem, such as tourism, an area in which women are most often over-represented. The lack of unemployment insurance entails the lack of any effective income protection mechanisms for workers (and their families) in such circumstances. While severance payment is mandated by law, this is an ineffective income protection mechanism. Severance payments are an unfunded liability for firms, which, during shocks, also tend to experience liquidity constraints – and therefore are less likely to honor this obligation with the workers.

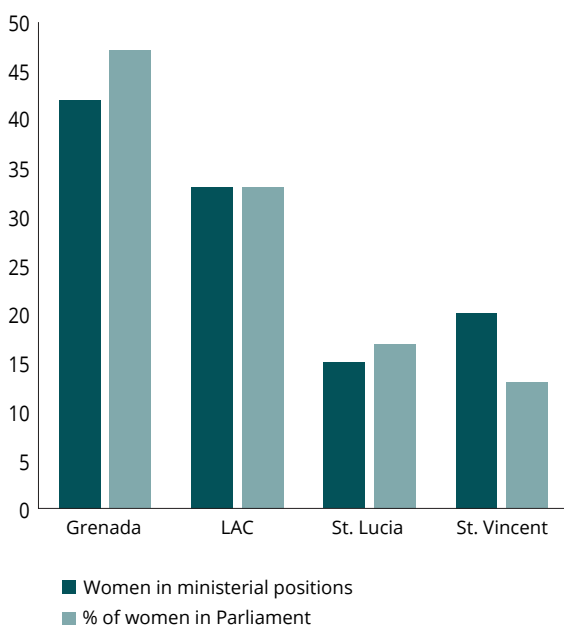
**On the other hand, traditional informal institutions (or social and gender norms) prevail in the Grenadian society.** Qualitative evidence indicates that traditional gender stereotypes persist in Grenada's cultural customs, norms, practices and expected behaviors, supported by beliefs about masculinity and femininity that negatively affect both males and females. At the same time, however, the Grenadian culture exhibits some positive beliefs and values which promote gender equality and should be recognized and encouraged. Positive norms to continue promoting refer to changes regarding the role of men and women in the household and outside of it – for instance regarding men being good parents and taking care of household chores, or women being managers of their own business. The institutions of religion and the media play powerful roles in both reinforcing and changing these beliefs, values, and stereotypes (Government of Grenada 2014).

**Although there seems to be almost parity in political participation, women remain underrepresented in decision making in public and private companies.** Around 42 percent of all ministerial positions were held by women in 2019, compared to an average 33 percent in the LAC region, 15 percent in St. Lucia, and 20 percent in St. Vincent. In addition, as many as 47 percent of parliamentary seats were held by women in Grenada compared to an average of 33 percent in the LAC region, 17 percent in St. Lucia, and 13 in St. Vincent (see Figure 12). However, and at the same time, women only account for 32 percent of seats on boards in the public sector, private sector, trade unions and NGOs (Government of Grenada 2014).

**In addition, women's participation in decision making positions decreases at higher levels, which indicates the persistence of a glass ceiling.** A recent ILO survey

13 [https://oig.cepal.org/sites/default/files/2014\\_gender-equality-policy-action-plan\\_grd.pdf](https://oig.cepal.org/sites/default/files/2014_gender-equality-policy-action-plan_grd.pdf)

**Figure 12. Female representation (percent) in politics, Grenada, comparator countries, and LAC average, 2019**



Source: World Development Indicators, World Bank, accessed in May 2022.

found that 32 percent of Grenadian women, compared with a subregional median of 30 percent of women, are present in companies at junior management levels, 50 percent compared with 30 percent (subregional) at middle management positions, 40 percent compared with 30 percent at senior management positions, and 20 percent compared with 10 percent at the top executive level. The same survey found that in general, women are more likely to perform managerial functions in human resources, corporate social responsibility, and finance and administration. Over 60 percent of the companies surveyed in Grenada identified their culture as inclusive, but many respondents still believe that women face more difficulties reaching top-level positions, even when they have the same level of qualifications and skills as men (ILO 2017).

**Patriarchal social norms underlie the high incidence of GBV in Grenada.** In Grenada, only 1 in 3 adults considered domestic violence a major problem in the country. As many as 1 in 5 (21 percent) women ages 15-64 believe that violence between a husband and wife is a private matter,

and 4 percent believe that a woman should tolerate violence to keep her family together. In addition, 8 percent of women believe that if a woman does not physically fight back, it is not rape, and 4 percent believe that if a woman is raped, she has done something careless to put herself in the situation. It is notable that as many as 3 in 4, or 74 percent of, adults engaged in victim-blaming when asked about a child's sexual abuse, and believed the myth that girls invite sexual abuse by the way they dress. A large share of the women affected by inter-partner violence (IPV) did not seek for help (37 percent), and when they did, most reached out to family, including parents (26 percent) and siblings (17 percent) (UNICEF 2021).

## Limitations in access to productive assets and finance

**Gender gaps in access to finance are common in Grenada.** Compared with male entrepreneurs, women are often disadvantaged in access to finance, which is key for the survival and expansion of their businesses. Around 30 percent of women-owned businesses in the LAC region are financially constrained, compared to 25 percent of male-led businesses. Access to financial capital remains a crucial barrier to the growth and development of women-owned businesses in the Caribbean countries (ECLAC 2017). Although there is no difference in the share of men/women who own a bank account in Grenada (23 percent for both), this is also likely to be the case in the country. Despite the lack of data and analysis in this area, there is evidence that it is men that have access to more and larger loans than women for agricultural and tourism-related businesses (Government of Grenada 2014), which are two of the main economic activities in the country.

**Gender inequalities particularly persist in the agricultural sector, as women face high barriers to access productive inputs and assets.** Although many rural women are likely to derive their livelihoods from subsistence farming in Grenada, only 22 percent of registered farmers are women. This gap, according to the UN Food and Agriculture Organization (FAO), which is present across all Caribbean countries, is likely to be related to gender-based inequalities in accessing land, labor, financial capital, technology, and market information.<sup>14</sup> Indeed,

14 <https://landportal.org/node/77899>

men own and control 77 percent of the land in Grenada. Governmental and other agricultural agencies are largely unaware of the gender dimensions of agricultural production (Government of Grenada 2014).

**The gender-digital divide, especially in rural areas, can also have important negative repercussions.** There is increasing evidence of a persistent digital divide across countries including in the LAC region (see for instance [Oxford/IICA/IDB/IFAD 2020](#); IADB 2022). Such gender digital divide, especially affecting women in the rural sector, is also likely to exist in Grenada. This gap can have multiple negative implications for girls and women, preventing them from speaking out or gaining relevant information, accessing other productive resources, or participating in education and the labor market on an equal footing with men, among others. Indeed, it has been estimated that if 600 million more women were connected to the Internet in the three years following the study, this would translate to a rise in global GDP of US\$13 to US\$18 billion (Intel 2013). This is particularly relevant given the potential role of e-commerce for women entrepreneurs to circumvent obstacles related

to care, access to markets, and gender norms (Rubiano Matulevich & Iavocone 2021).

**Women farmers work in smaller plots and are less likely to have insurance.** A recent survey of small-scale farmers in Grenada found that 33 percent of female farmers grow crops or rear livestock on less than half an acre of land, compared to only 4 percent of male farmers. On the other hand, half of male farmers cultivate crops or rear livestock on at least five acres of land, compared to only a quarter of female farmers. The same survey showed that while the same share of male and female farmers had ever lost crops or livestock due to natural hazards or extreme weather events, only 4 percent of women farmers have ever had insurance compared to 12.5 percent of male farmers. Women farmers were less aware of the existence of this type of insurance than men and found their premiums to be too high more frequently than men. The issue of land ownership is critical to this prevailing situation. At the same time, while over half of male farmers reported believing that they could buy the insurance independently, most women reported thinking that they could not (Caribbean Policy Development Center 2021).



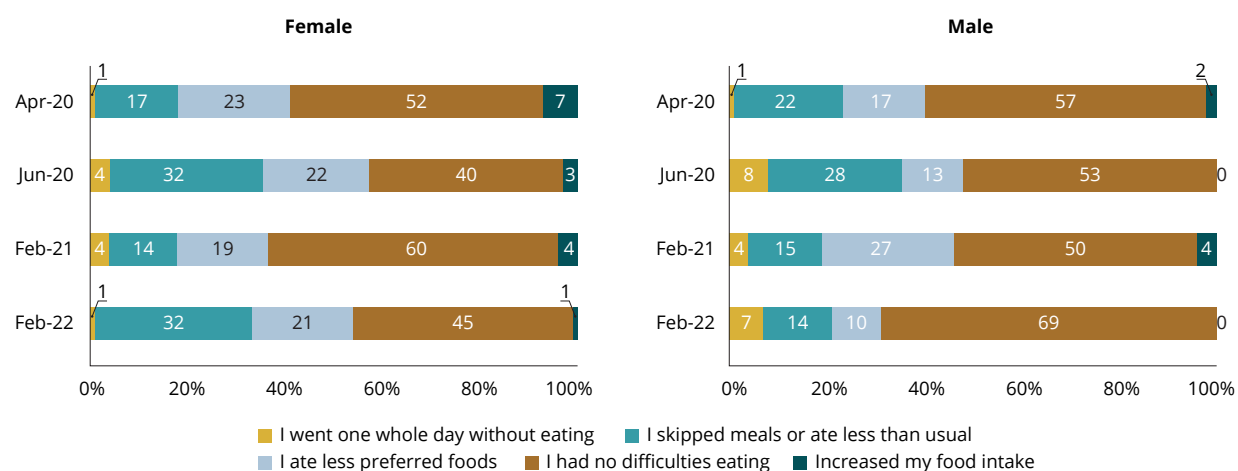
# Cross-cutting phenomena

Women’s economic participation has been disproportionately affected by the COVID-19 pandemic (de Paz, Gaddis and Muller 2021). A growing body of new data confirms that more women than men globally have shouldered the negative economic impacts of and lost their income-generating activities due to the COVID-19 pandemic (e.g., Center on Gender Equity and Health 2020; Bundervoet et al. 2021; Cucagna & Romero 2021; Kugler et al. 2021). The COVID-19 pandemic has also led to increased hours of unpaid domestic work performed by women and raised the incidence rates of GBV, including IPV and child marriage (Cookson et al. 2020; Gibbons et al. 2020; UNICEF 2021a).

The economic impacts of the COVID-19 pandemic have been particularly felt among Grenadian women in the

form of increased food insecurity, although – contrary to the trend in the region – men’s livelihoods appear to have been more affected. Recent data from the WFP indicates that disproportionately more women than men reported having difficulties to eat in June 2020 – a few months into the pandemic (see Figure 13). However, the same data show that more men than women (63 percent compared to 48 percent) reported losing their livelihoods as a result, while the LFS2Q 2020 results indicate that a larger share of men than of women reported that they “might lose their job or source of income”. At the same time, the number of unemployed women increased by 76.5 percent in the second quarter of 2020 (compared to the average in the same quarter in 2019), while the number of unemployed men increased by 62.8 percent during the same period (World Bank 2021b).<sup>15</sup>

**Figure 13. The impact of COVID-19 on food situation, April 2020 – February 2022**



Source: CARICOM Food Security & Livelihoods Survey.

Note: The survey question referred specifically to which of the options best reflected food situation over the past 7 days.

15 Grenada’s National Labor Force Survey (2020 Q2/Q4). Ministry of Finance, Central Statistical Office (<https://stats.gov.gd/>)

**Grenadian women also appear to be generally more affected by natural disasters than men.** Grenada is particularly prone to natural disasters, a risk that is worsening with climate change. In the recent past, Grenada has for instance experienced periods of lower-than-expected precipitation and hydrological droughts, and consequently, a shortage in water supply. In the aftermath of Hurricane Ivan in 2005, many poor women experienced difficulties to access medical services for instance due to reduced availability of resources to pay for the associated costs, and a large share of women and girls experienced heightened risks of experiencing gender-based violence. Women, usually in charge of taking care of family members with chronic diseases, would also find it increasingly difficult to find adequate medical attention for them (Palmisano 2022; UNDP 2005).

**The economic impacts of this type of event are particularly large for women.** The effects of climatic activities are particularly great on the livelihoods of households headed by women, with those where a woman is the single head or “breadwinner” being the most vulnerable (Caribbean Policy Development Center 2021). The sectors and occupations where a large share of women was engaged were badly hit as a result of Hurricane Ivan, and the conditions of the many female-headed households in the country significantly worsened (ECLAC 2005). Female small business owners reported difficulties in rehabilitating their holdings, especially agricultural assets, and women self-employed as vendors reported major losses, either through direct destruction or theft (ECLAC, UNIFEM & UNDP, 2005).

**Demands on women’s time tend to increase in the face of climatic shocks.** During the Hurricane, because women represent a large share of informal workers, they did not have access to formal social security mechanisms (ECLAC 2005). At the same time, given that day care centers were severely damaged, women’s time as main caregivers was also directly impacted (ECLAC 2005). Women and girls experience further demands on their time during droughts, as they are responsible for collecting and allocating water (Government of Grenada 2019).

**Women are also likely to disproportionately suffer the consequences of the unfolding food price crisis.** The Russian invasion of Ukraine has prompted a massive increase in the price of commodities and energy, and ultimately in the price of basic foods, that is expected to have major repercussions across developing countries. Both the availability of food and nutritional outcomes are

likely to be impacted. The negative impacts of this trend are likely to be felt by the most vulnerable, including poor women and girls. As an example, the 2007-08 food price crisis and a second price spike in 2010-11 had devastating impacts on the world’s poorest people, deepening their poverty and seriously undermining their right to food. Smallholder farmers and women (60 percent of the world’s chronically hungry people in 2009) were disproportionately affected (OXFAM 2019).

**Labor migration is also an important phenomenon with gender implications in Grenada.** Caribbean countries have a long history of migration (Jaupart 2022). Out-migration has traditionally been a way to circumvent poor labor market conditions and lack of employment opportunities. Indeed, the Caribbean has one of the highest emigration rates of skilled/tertiary-educated individuals in the world. There is a high rate of (permanent) out-migration in Grenada: over 50 percent of the total population are living abroad on average in the Organization of Eastern Caribbean countries. The resulting human capital flight or “brain drain,” estimated at 80 percent in Grenada, may prevent productivity growth in the country. Between 1965 and 2000 the country lost 71 percent of its secondary (middle-skilled) educated and 85 percent of its (highly skilled) educated to migration. In particular, the migration of health workers is of concern in the region (Jaupart 2022). Migration is indeed behind some of the historical structural unemployment problems in the labor market, primarily tied to skills mismatches and high reservation wages due to remittances. However, in absolute numbers it is mostly low-skilled migrants that have left and continue leaving the country, representing the bulk of remittances lifting many families out of poverty (World Bank 2021; ILO 2021).

**While most of migrants are women, mass out-migration has led Grenada to be a country with a large number of (vulnerable) households with only women or where women are the main breadwinners.** Women represent the majority of migrants in Caribbean countries. This is also the case in Grenada, where women make up for 56.7 percent of all migrants. Moreover, the proportion of women emigrants that are high-skilled workers is higher than that of men: 46 percent for women against 41 percent for men in 2010 (Jaupart 2022). Almost half of the households in Grenada, however, are female-headed households. Around half of those are poor and many are susceptible to a variety of risks, including violence and diverse difficulties for children (UNICEF 2017). As highlighted before, single-female households with children

show the second highest poverty rate by household composition (World Bank 2021a).

**A major gender dimension of migration is the heightened risk of trafficking and exploitation among girls and women.** This is more likely in the Caribbean for a variety of reasons, including the high demand for cheap domestic

labor. Irregular migration poses special threats for women and children at risk of being trafficked and exploited (Jaupart 2022). In destination countries, low-skilled labor migrants, including care workers, are exposed to vulnerability stemming from irregular conditions or instability, with women often being less able to advance their own interests than men ([ECLAC 2017](#)).

# Conclusions and policy recommendations

Based on the analysis presented in this note, the following priority gaps can be identified.

- **The accumulation of human capital by women in Grenada over the last decades has not translated into equality in access to economic opportunity.** Although high for regional standards, the female labor-force participation rate is still lower than that of men, and women remain confined to less productive and more poorly paid jobs than men. While access to entrepreneurship and finance appear to be high, women still face special barriers in this area, as gaps in access to productive resources such as credit or land persist. Difficulties in access to economic opportunity are likely to have worsened with the COVID-19 pandemic.
- **Despite recent progress in this area, some important gender gaps remain in the accumulation of human capital,** contributing to the observed discrepancies in access to economic opportunity. Teenage pregnancy continues to be a major barrier for young women to access economic opportunities on an equal basis with men, especially among lower-income groups. Women also tend to face special constraints in the transition from school to work and self-select into particular fields of study. Boys, on the other hand, confront special challenges to continue their education beyond the lower secondary level. Gender-based violence (GBV), one of the most extreme manifestations of the lack of agency of women, remains widespread.
- As a result of shorter and discontinued working lives and smaller contributions to the system, **women tend to have inadequate social protection.** This is especially problematic given that they are especially affected by poverty, as shown by relatively higher rates of poverty among female-headed households and in households with only women and dependents. Food insecurity, for instance, has increased to a larger extent among

women in the aftermath of the COVID-19 pandemic, although comparatively more men report having lost their livelihoods as a result.

- The systematic misallocation of talent that persists in Grenadian society is explained by various factors related to **inadequate legal and policy provisions and patriarchal beliefs.** Social norms, on the one hand, are behind the lack of balance in the distribution of responsibilities over the family and household and potential related discrimination in the labor markets. They also explain the high prevalence of all forms of GBV in the country. These gaps are legitimized and reinforced by the absence of advanced formal institutions, for instance in the form of family policies that incentivize men's uptake of caregiving tasks, and they limit women's participation in the labor market. The gaps are also reinforced by inadequate GBV prevention and response systems. Moreover, there is a general lack of mechanisms that help women (and many men) to adequately transit into the world of work or become successful entrepreneurs, while social protection and labor intermediation mechanisms remain inadequate. Some specific legal gaps with gender implications remain across areas.

This section offers a summary of general recommendations that, based on the existing international literature on what works best and the available knowledge of the Grenadian context, could serve as inputs for the authorities in the country in the policy making process aimed at bridging some of the observed gender gaps. The following priority pillars have been identified: (A) Strengthen investments in young women's (and men's) human capital; (B) improve gender equality in access to economic opportunity; (C) decrease the vulnerability of women (and men) to poverty; and (D) improve the agency of women. Under each of the pillars, specific objectives, policy areas, and actions are proposed below (see Table 3 for an overview).

## **Pillar A: Strengthen investments in young women's (and men's) human capital**

### **Objective A.1: Improve the health outcomes of young women**

**Policy area A.1.1: Continue reducing the incidence of teenage pregnancy.** Despite the recent progress in this regard, preventing teenage pregnancy and the associated disruptions of education for affected girls remains a challenge, and especially so in view of the socioeconomic gradient observed. Keeping vulnerable girls in school by addressing the barriers that prevent them from completing their education can help to prevent early pregnancy. Offering economic incentives to stay in school is also a promising intervention ([World Bank 2022c](#)). Adequate sexual education and information as well as access to friendly family planning services to vulnerable young men and women can also go a long way in reducing risky behaviors leading to early pregnancy ([World Bank 2022c](#)). The need for adequate and age-appropriate sex education among young women and men has been acknowledged by the government, especially given the high share of young women and men (12 and 36 percent, respectively, according to the latest data available) that report having sexual intercourse before the age of 15 (Government of Grenada 2014). Analysis on the effectiveness of family planning provision and sex education in Grenada is required. However, and given widespread misconceptions and social resistance in this area, general information and awareness-raising campaigns in coordination with social movements and religious leaders would be especially beneficial (and a necessary precondition) in this regard. In addition, soft or life skills training and programs that empower young women have also shown positive impacts in countries in the LAC region ([World Bank 2022c](#)).

### **Objective A.2: Improve educational attainment among young men and women**

**Policy area A.2.1: Prevent early dropout from the educational system among men (and women) and encourage continued education into higher levels.** Medium term, a key goal will be to encourage young and vulnerable men to continue their education beyond the primary and lower-secondary levels and make it possible for them to have the skills that the labor market demands. This would first require a proper understanding of what is driving this trend – and how it relates to out-migration – through adequate qualitative and quantitative analysis. Regardless of the lack of detailed information in this area, programs

that inform and educate children and their families about the benefits of continuing education as well as financial support and incentives to complete education can be especially helpful, including the flagship cash transfer program, Support for Education, Empowerment and Development – SEED ([World Bank 2022d](#)). Early warning systems to identify youth at risk of dropping out need to be in place, as well as schools to intervene through (for instance) counselling ([World Bank 2016](#)). It is also important to ensure that young women do not remain excluded from education when they become pregnant, while addressing their specific needs and challenges (CDB 2014). Civil society initiatives such as the [Program for Adolescent Mothers](#) should be explored in this regard. The government has acknowledged the importance of ensuring that pregnant girls complete their education, as well as the persistence of stigma, and is putting into place various initiatives aimed at addressing this ([Government of Grenada 2022](#)).

## **Pillar B: Improve gender equality in access to economic opportunity**

### **Objective B.1: Improve the labor market outcomes of women (and men)**

**Policy area B.1.1: Ease the transition of young girls (and boys) from school to work** – Ensuring access for at-risk youth, especially women, to soft-skills training that addresses gender stereotypes, mentorship, and role models as well as access to economic empowerment programs could help to facilitate youths' transition from school to work ([World Bank 2016](#)). Remedial or second-chance education programs for over-age young women and men who want to complete their formal education or job training would also help to reintegrate at-risk youth into the system. Longer term, strengthening technical and vocational education and training (TVET) programs for both boys and girls and their connection with the labor market to better respond to the existing skills needs, will be necessary. In addition, it would be important to strengthen intermediation and labor activation services, going back to school programs that provide assistance to choose the fields of study that best suit different young people and their labor market needs, as well as entrepreneurship support programs for young women, especially among those from vulnerable households (see below). Work-study programs can be a powerful tool to smooth the school-to-work transition for youth and to reduce gender gaps in earnings, as shown by the Uruguay program *Yo Estudio y Trabajo* ([Ubfal 2022](#)).

**Policy area B.1.2: Reduce gender segregation into fields of study** – Incentives, peer-support, mentorship, and other measures may be required to help girls to continue choosing non-traditional fields of study such as STEAM (Science, Technology, Engineering, Arts and Math) in larger numbers. As an example, female engineers have been shown to be more likely to become partners or senior executives when supported by male mentors (World Bank 2020). International evidence, especially from LAC, indicates that other potentially effective interventions include reducing biases in learning materials, encouraging participation in STEM extracurricular activities, engaging parents of girls into STEM-related activities, and promoting a safe and inclusive learning environment ([World Bank 2021c](#)). Some of these initiatives have indeed proved successful in Grenada in the past. At the same time, and to reduce gender segregation into specific fields of study, boys should also be encouraged to join nontraditional areas (e.g., nurses).

**Policy area B.1.3: Strengthen gender-sensitive labor market institutions.** It is of special relevance to set up an adequate Labor Market Information System (LMIS) in Grenada, as firms and training institutions lack the most fundamental knowledge on where skill shortages are, what training courses are needed, and where gender obstacles exist in the labor market. Key targets for improving women's labor market opportunities via employment services would include utilizing employment counselling and job-hunting services to support women's application to jobs of higher income/skills and in fields where they are poorly represented. Case management (developing individual action plans to guide job and training choices) would be especially important in this regard. A key area of potential identified is in management positions, in both construction and hospitality. Improving the linkages between training and employment, as highlighted before, will also be determinant in view of the existing gaps ([World Bank 2022b](#)).

**Objective B.2: Attain a better balance in the distribution of family responsibilities between men and women and reduce discrimination**

**Policy area B.2.1: Improve family policies.** An adequate paid maternity leave of at least 14 weeks should be made available to women, following the international (ILO) recommendations, and based on evidence of its association with female employment (Amin & Islam 2019). Paid leave available to fathers and shared parental leave (preferably with embedded incentives for fathers to take up their

### **Box 1: Functions of the Employment Services relevant to the Grenadian case**

The core functions needed to make an employment service work include: (1) providing information on the labor market, including occupations and skills demanded and returns to education; (2) career and job counselling, for instance to help with applications and interviewing skills, particularly useful for women when they are attempting to enter male-dominated fields; (3) job matching or intermediation, helping to find the vacancies that match the skills, to some extent through new technologies; and (4) referrals to other services that can be of help by the counselors, for instance care services, social protection and employment programs, and training to close the gaps between the skills demanded and those that the jobseeker has.

share of the leave) should also be considered for formal sector workers (WBL 2021; Amin, Islam, & Sakhonchik 2016). Setting up a leave to care for sick dependents and adopting policies that allow flexible work schedules are additional recommended measures. However, given that the large share of informal workers would remain excluded from the formal system, it would be important to explore options to expand protection mechanisms to them and their children. Adequate (noncontributory) child benefits and subsidies, especially for vulnerable families, are key in this regard.

**Policy area B.2.2: Facilitate access to quality early childhood care and education (ECE).** The World Bank's experience highlights the importance of adequately addressing the quality of service provision and of acknowledging the needs of working parents, for instance with regard to the compatibility of working and school or ECE schedules ([World Bank 2021d](#)). Improving the quality of ECE in Grenada will likely require increased investments in the number and level of training of caregivers, as well as developing a plan to replace retiring staff. A focus on outreach mechanisms for vulnerable children and their families should be adopted (UNICEF 2017), while resources and tools to effectively screen and support children with disabilities or special needs and their families need to be in place.

Moving toward some sort of standardized electronic information system also appears to be necessary in light of recent evidence (UNICEF 2020a). However, adequate data and analysis on the current state of the service provision and system in place (demand and supply, quality issues, etc.) will be required to better understand what the current challenges are and how to address them in the most effective manner. As highlighted before, safeguarding the well-being of children should always come first in this area.

**Objective B.3: Grant access to productive assets to women entrepreneurs**

**Policy area B.3.1: Expand access to credit by women.** It is fundamental to ensure that women have access, both as individuals and as entrepreneurs, to financial services and products without gender biases being reproduced concerning risk assessment, credit histories, sureties and collateral, and interest rates (ECLAC 2021b). Legally providing for gender equality in access to credit would be a first clear step in this direction. Governments can use a variety of financial solutions to support women-led firms, such as grants, fee reductions, cash transfers, and loans on flexible terms (Rubiano, Matulevich, & Iavoccone 2021). A new tool to be explored in this regard is the use of psychometric testing as a replacement for collateral (Alibhai et al. 2022).

**Policy area B.3.2: Ensure that women entrepreneurs have ownership and control over land on par with what men have.** Ensuring that women's equal right to access, use, and control over land and other productive resources is specifically recognized, including equal rights with men with respect to the acquisition, administration, control, use and transfer of land, is necessary. Law reforms should provide for strengthening institutional structures to ensure the effective implementation of laws, policies, and programs related to women's rights to land and other productive resources (OHCHR 2016). A better understanding of the barriers facing Grenadian women in this area would be required to inform the response. However, complementary (and required) measures to promote gender equality in land tenure include campaigns and incentives encouraging joint titling, interventions to facilitate access to the services of land registration offices by women, or training the intervening staff on gender issues and barriers to women, among others. Easing access to technology, market information, and agricultural inputs for women farmers will also be required.

**Policy area B.3.3: Close the digital gap, with a special focus on rural areas.** Closing the gap in access to digital technologies will also be critical to support female economic activity. The COVID-19 pandemic has incentivized the use of mobile wallets across the LAC region, though usage rates are still low. The use of digital transactions (both mobile banking and e-commerce) also increased, signaling the importance of digital technologies to stay economically connected and/or to receive monetary support (World Bank and UNDP 2021). Bridging the digital divide requires improved access to the Internet and associated devices, as well as to education and training. To encourage women's participation in digital learning, these programs need to be contextualized and adapted to their different needs and aspirations. Women should also be better represented in the development of learning and education policies, in governance, and in the design of learning materials and applications. Policies to make access to ICT more equitable will need to incorporate all relevant stakeholders (UNESCO 2022).

**Pillar C: Decrease the vulnerability of women (and men) to poverty**

**Objective C.1: Offer women (and men) access to adequate safety nets**

**Policy area C.1.1: Strengthen safety nets available to vulnerable women (and men).** Women and men tend to work informally in large numbers in Grenada, which leaves a large share of the work force unprotected before shocks, with economic implications. These include extraordinary covariate risks such as the COVID-19 pandemic or hurricanes, but also more common individual ones such as old age. Ensuring that minimum benefits are in place for all men and women in need, and especially for the most vulnerable (e.g., old women, single mothers) is therefore required. The need to strengthen the safety nets available to them is especially evident in view of the gendered impacts of the COVID-19 pandemic, which would need to be better understood in the Grenadian context. A quick fix may be making the existing programs, such as the flagship Safety Net Support for Education, Empowerment and Development (SEED) more gender-responsive by considering the specific vulnerabilities of certain groups of women relative to other beneficiaries, including the key processes in the delivery system (e.g., outreach mechanisms; adjustment to the targeting methodology to avoid potential exclusion of vulnerable women; revision of benefit amount, esp. to reflect the opportunity cost of attending school for vulnerable youth;

and modernization of payment mechanisms towards digital payments; among others).

**Policy area C.1.2: Improve and expand formal social protection mechanisms available to women (and men).** Long term, increasing the coverage of existing social protection mechanisms to provide an adequate cushion to all women and men in the country including informal workers will be necessary. The different needs and alternatives for this need to be carefully examined. In any case, and given women's more patchy and shorter working lives due to their caregiving role, the time they dedicate to those tasks needs to be compensated for in the formal system. Legal provisions in this regard need to be accompanied by a true commitment and actual contributions to the fund on behalf of those women so that it does not become an empty promise that generates unreal expectations. Putting into place an adequate unemployment insurance (UI) will be required to protect both men and women from the consequences of job loss in times of crisis. It is recommended that the UI be set up to help aid labor market transitions and skill upgrading by allowing UI beneficiaries to collect UI income benefits combined with labor intermediation and/or potentially with training, as is done in a number of countries.

**Objective C.2: Tackle the gender dimensions of cross-sectional phenomena such as COVID-19, natural disasters and migration**

**Policy area C.2.1.: Incorporate gender considerations in the diagnosis and response to COVID-19 and new food-price crisis.** Short term, and given the gender differentiated implications of these phenomena, all policies and programs – particularly in the area of social protection – aimed at alleviating the impacts of the COVID-19 and food price crises need to bring into the diagnostic and response a gender angle. This is for instance the case with the Grenada COVID-19 Crisis Response and Fiscal Management DPC, which includes gender considerations in the diagnosis, as well as specific targets related to women in the result indicators (e.g., unemployed women receiving temporary benefits or female farmers that receive credits and support, number of jobs created for women farmers).

**Policy area C.2.2.: Include a gender angle in all disaster risk management (DRM) policies and institutions.**

DRM-related policies and plans at the national level need to be gender responsive, acknowledging the gender-differentiated impacts and coping and adaptation mechanisms. Building knowledge about the gender implications of natural disasters and climate change and capacity in the relevant institutions will also be crucial. For instance, it has been recommended to set up gender focal points across all ministers and agencies and at the different levels involved.<sup>16</sup> Climate-change mitigation measures also need to be gender-responsive to be effective and leave no one behind (OHCHR and UN Women 2020).

**Policy area C.2.3: Improve the knowledge on and address the gender implications of migration.** Given the dimensions of this phenomenon, it is important to properly understand its consequences, with a particular focus on gendered impacts. Some of the general policy implications of gender and migration refer to fighting discriminatory institutions and practices in migration, employment, and mobility, responding to how gender influences access to social services, economic growth, capacities, and risks and vulnerabilities (including trafficking), and addressing how migration influences gender roles and relations (ECLAC 2017). General policy recommendations include mainstreaming gender and migration into the legal and policy framework and ratifying all relevant international agreements; cooperating with diaspora networks; building the capacity of social services, educational institutions and community organizations to support transnational families; improving access to financial services for remittances; promoting access to legal aid; providing advice and administrative assistance to migrant women before migration and upon returning; and strengthening the efforts toward prevention and combating trafficking (ECLAC 2017).

**Pillar D: Improve the agency of women**

**Objective D.1: Eradicate gender-based violence**

**Policy area D.1.1: Improve gender-based violence (GBV) prevention and response systems.** In the long term, a comprehensive strategy for the prevention of GBV needs to be put in place. Short term, economic empowerment programs, community mobilization interventions, and school-based, mass media, and edutainment programs and campaigns, among others, have proven to be effective in decreasing IPV and changing related perceptions among participants (Kerr-Wilson et al. 2020). Also medium

16 [https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER\\_Gender%20Inequality%20CC%20DRR%20Brief\\_GrenadaF\\_20220203.pdf](https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_GrenadaF_20220203.pdf)



to long-term, adequate response and attention mechanisms, including one-stop service provision, specialized protection services, properly trained service providers, and good referral mechanisms, among others, are crucial for women and girl survivors. Including GBV-related modules in the mainstream curricula of service providers such as healthcare, security, and justice professionals (especially the police) can be particularly impactful in improving the perceived efficacy of these services – as well as the trust that survivors have in institutions.

**Policy area D.1.2.: Leverage safety nets to prevent gender-based violence.** A growing body of evidence suggests that social safety nets that are adequately designed can lead to an abatement in gender-based violence, even when that is not among their explicit objectives (World Bank 2022). The same evidence suggests that cash programs are most effective when accompanied by complementary measures (e.g., Cash Plus). In the short term, quick wins could be gained from reinforcing existing economic empowerment programs, such as the SEED cash transfer program, or other financial support schemes to incorporate behavioral components that can help reduce the incidence of GBV, such as regular meetings or counselling on gender equality/GBV related issues. Evidence from programs in Bangladesh, Burkina Faso, and Tanzania indicates that this can be an effective approach in reducing the risk of IPV (see for instance Ismayilova et al. 2018; Kapiga et al. 2019; Messersmith et al. 2017; Roy et al. 2017).

**Objective D.2: Strengthen the capacity of institutions to promote gender equality**

**Policy area D.2.1: Continue developing the institutional machinery for gender equality.** Building capacity across institutions and levels is necessary to adequately reflect and respond to gender gaps and barriers to equality in all areas. Strong coordination mechanisms are also required.

A tool that is particularly promising in this regard, and for which the Government of Grenada has given a first step, is a gender-responsive budgeting (Khalifa and Scarparo 2020; IMF 2021). The Government of Grenada recently issued a budget circular to strengthen the performance information presented in the budget documentation, including sex-disaggregated data on program targets from the extensive list of Gender Equality Indicators in the Gender Equality Policy and Action Plan (GEPAP). The capacity of individuals (public officials) in charge of dealing with all these issues needs to be strengthened through information and training on these different mechanisms. Legislation and regulation in the area of gender equality are a first clear step. However, implementation and enforcement challenges often prevent the application of these norms. Adequately assessing and addressing implementation and enforcement challenges is therefore key for policy effectiveness.

**Policy area D.2.2: Improve the availability of gender-disaggregated data and analysis.** It is generally [important to improve the production of sex-disaggregated data](#) and analysis to better understand trends in gender gaps, and the barriers and drivers behind them. Some of the information gaps highlighted in this note include the lack of data on unpaid care work and time use or on female entrepreneurship. The constraints faced by women in business with regard to access to assets are poorly documented. Sex-disaggregated data collection is also important for disaster-risk management that is gender sensitive and responsive and that addresses differentiated needs. Finally, more information on the specific gender-differentiated impacts of migration in the Grenadian context is required. In addition, and to allow for institutional learning and effectively account for the gendered impact of policies, an adequate monitoring and evaluation agenda for specific gender policies as well as [engendering monitoring and evaluation](#) across the board are required.

**Table 3. Summary of recommendations**

Pillar A: Strengthen investments in the human capital of young women (and men)			
Objective A.1: Improve the health outcomes of young women			
Recommended policy	Recommended actions	Timeline	Responsible agencies
<p><b>Policy area A.1.1: Continue reducing the incidence of teenage pregnancy</b></p>	<ol style="list-style-type: none"> <li>1. Keep girls in school by addressing gender-related barriers to completion and offering financial support and incentives.</li> <li>2. Implement mass information and awareness raising campaigns in collaboration with social movements and religious leaders that help counteract prevailing misconceptions regarding sexual and reproductive health.</li> <li>3. Provide youth-friendly sexual and reproductive health and family planning services.</li> <li>4. Offer comprehensive and age-appropriate sexual education in schools.</li> </ol>	<p>Medium/long-term</p>	<p>Ministry of Social &amp; Community Development, Housing and Gender Affairs Ministry of Health, Wellness &amp; Religious Affairs Ministry of Education, Youth, Sports &amp; Culture</p>
Objective A.2: Improve educational attainment among young men and women			
<p><b>Policy area A.2.1: Prevent early dropout from the educational system among men (and women) and encourage continued education into higher levels</b></p>	<ol style="list-style-type: none"> <li>1. Improve understanding on what drives boys' dropping out at higher rates.</li> <li>2. Raise awareness about the economic benefits of school for boys.</li> <li>3. Strengthen financial support and incentives for families to keep at-risk boys and girls in school (subsidies, CCTs).</li> <li>4. Develop the capacity to identify students at risk of dropping out and enable schools to intervene (counseling, tutoring).</li> <li>5. Ensure that pregnant young women can return to education and address their specific needs.</li> </ol>	<p>Short/medium/long-term</p>	<p>Ministry of Social &amp; Community Development, Housing and Gender Affairs Ministry of Education, Youth, Sports &amp; Culture</p>
Pillar B: Improve gender equality in access to economic opportunity			
Objective B.1: Improve the labor market inclusion and employment outcomes of women (and men)			
<p><b>Policy B.1.1: Ease the transition from school to work, especially among women</b></p>	<ol style="list-style-type: none"> <li>1. Ensure access for at-risk youth, especially women, to soft-skill training, mentorship and role models and economic empowerment.</li> <li>2. Strengthen TVET programs for both boys and girls and their connection with the labor market to better respond to the existing skills needs.</li> <li>3. Work-study programs can be a powerful tool to smooth the school-to-work transition for youth, and to reduce gender gaps in earnings.</li> <li>4. Strengthen intermediation and labor activation services for young people – going back to school programs that provide assistance to choose the fields of study that best suit different young people and the labor market needs.</li> <li>5. Equip young women to be successful entrepreneurs.</li> <li>6. Provide remedial or second chance education programs for over-age young women and men who want to complete their formal education or job training.</li> </ol>	<p>Short/medium/long-term</p>	<p>Ministry of Social &amp; Community Development, Housing and Gender Affairs Ministry of Education, Youth, Sports &amp; Culture Ministry of Legal Affairs, Labor &amp; Consumer Affairs Coordination with the private sector</p>

Recommended policy	Recommended actions	Timeline	Responsible agencies
<b>Policy area B.1.2: Reduce gender segregation into fields of study</b>	<ol style="list-style-type: none"> <li>1. Continue promoting the presence of women in STEM fields through peer support, role models and soft skills development.</li> <li>2. Other potentially successful interventions include promoting safe and inclusive learning environments, engaging parents, promoting participation in STEM extracurricular activities, and reducing biases in learning materials.</li> <li>3. Promote the presence of boys in non-traditionally male fields of study (e.g., nurses).</li> </ol>	Short/medium-term	Ministry of Education, Youth, Sports & Culture Ministry of Legal Affairs, Labor & Consumer Affairs
<b>Policy area B.1.3: Strengthen gender-sensitive labor market institutions</b>	<ol style="list-style-type: none"> <li>1. Set up an adequate Labor Market Information System (LMIS) that provides knowledge on where skill shortages are, what training courses are needed and what and where gender-related obstacles exist.</li> <li>2. Utilize employment counselling and job-hunting services to support women's application to jobs of higher income/skills and in fields where they are poorly represented.</li> <li>3. Case management (developing individual action plans to guide job and training choices) would be especially important.</li> </ol>	Short/medium/long-term	Ministry of Economic Development, Planning, Tourism, ICT, Creative Economy, Agriculture and Lands, Fisheries & Cooperatives Ministry of Legal Affairs, Labor & Consumer Affairs
<b>Objective B.2: Attain a better balance in the distribution of family responsibilities between men and women</b>			
<b>Policy area B.2.1: Improve family policies</b>	<ol style="list-style-type: none"> <li>1. Ensure that a minimum of 14 weeks of paid maternal leave is in place.</li> <li>2. Implement paternity and/or shared parental leave (with embedded incentives for fathers uptake).</li> <li>3. Provide (noncontributory) child benefits and subsidies, especially to vulnerable families.</li> <li>4. Explore ways of expanding formal benefits to informal sector workers.</li> <li>5. Provide leave to care for sick relatives.</li> <li>6. Establish legal entitlement for parents to benefit from flexible working arrangements.</li> </ol>	Medium/long-term	Ministry of Social & Community Development, Housing and Gender Affairs Ministry of Economic Development, Planning, Tourism, ICT, Creative Economy, Agriculture and Lands, Fisheries & Cooperatives Ministry of Legal Affairs, Labor & Consumer Affairs Ministry of Finance
<b>Policy area B.2.2: Facilitate access to quality childcare</b>	<ol style="list-style-type: none"> <li>1. Improve data and analysis on current status and challenges.</li> <li>2. Enhance the availability/accessibility of quality childcare, always prioritizing the well-being of children.</li> <li>3. Adopt a special focus on out-of-reach vulnerable families and on providing adequate services (screening, support, etc.) to children with disabilities or special needs and their families.</li> </ol>	Long-term	Ministry of Social & Community Development, Housing and Gender Affairs Ministry of Education, Youth, Sports & Culture
<b>Objective B.3: Grant access to productive assets to women entrepreneurs</b>			
<b>Policy area B.3.1: Expand access to credit by women</b>	<ol style="list-style-type: none"> <li>1. Legally provide for gender equality in access to credit.</li> <li>2. Use of grants, fee reductions, cash transfers, and loans on flexible terms for women entrepreneurs.</li> <li>3. Explore the replacement of collateral by psychometric testing.</li> </ol>	Medium/long-term	Ministry of Economic Development, Planning, Tourism, ICT, Creative Economy, Agriculture and Lands, Fisheries & Cooperatives Ministry of Legal Affairs, Labor & Consumer Affairs Ministry of Finance

Recommended policy	Recommended actions	Timeline	Responsible agencies
<b>Policy area B.3.2.: Ensure that female entrepreneurs have ownership and control over land on par with men's</b>	<ol style="list-style-type: none"> <li>1. Improve the understanding of barriers to women's access to productive resources such as land.</li> <li>2. Legally recognized their equal rights in this area, including the acquisition, administration, control, use and transfer of land.</li> <li>3. Improve the capacity for institutions to apply the legal rights of women in practice, for instance through training.</li> <li>4. Explore the use of co-titling programs, adaptation loans, facilitating access to registration offices, etc.</li> <li>5. Ease access to technology, market information and agricultural inputs for women farmers and food producers.</li> </ol>	Short/medium/long-term	Ministry of Economic Development, Planning, Tourism, ICT, Creative Economy, Agriculture and Lands, Fisheries & Cooperatives Ministry of Legal Affairs, Labor & Consumer Affairs
<b>Policy area B.3.3: Close the digital gap, with a special focus on rural areas</b>	<ol style="list-style-type: none"> <li>1. Assess the gender digital divide in Grenada and the particular contextual needs.</li> <li>2. Improve access to the Internet and associated devices among women, especially the most vulnerable and living in rural areas, and provide access to adequately adapted learning programs.</li> <li>3. Policy design and implementation will need to engage all relevant stakeholders and effectively include women at all levels.</li> </ol>	Short/medium-term	Ministry of Economic Development, Planning, Tourism, ICT, Creative Economy, Agriculture and Lands, Fisheries & Cooperatives Ministry of Social & Community Development, Housing and Gender Affairs
<b>Pillar C: Decrease the vulnerability of women (and men) to poverty</b>			
<b>Objective C.1: Offer women (and men) access to adequate safety nets</b>			
<b>Policy area C.1.1: Strengthen safety nets available to vulnerable women (and men)</b>	<ol style="list-style-type: none"> <li>1. Ensure that minimum social protection benefits (social assistance) are in place, especially for the most vulnerable women (and men).</li> <li>2. Make existing programs, such as the flagship Safety Net Support for Education, Empowerment and Development (SEED) more gender responsive by considering the specific vulnerabilities of certain groups of women relative to other beneficiaries.</li> </ol>	Short/medium/long-term	Ministry of Social & Community Development, Housing and Gender Affairs Ministry of Education, Youth, Sports & Culture Ministry of Legal Affairs, Labor & Consumer Affairs Ministry of Finance
<b>Policy area C.1.2.: Improve and expand formal social protection mechanisms available to women (and men)</b>	<ol style="list-style-type: none"> <li>1. Explore options to expand the coverage of social protection to informal workers.</li> <li>2. Account for time dedicated to childcare in pension benefits, creating a special fund and making contributions to it on behalf of caregivers.</li> <li>3. Introduce unemployment insurance.</li> </ol>	Medium/long-term	Ministry of Social & Community Development, Housing and Gender Affairs Ministry of Legal Affairs, Labor & Consumer Affairs Ministry of Finance
<b>Objective C.2: Tackle the gender dimensions of cross-sectional phenomena such as COVID-19, natural disasters and migration</b>			
<b>Policy area C.2.1.: Incorporate gender considerations in the diagnosis and response to COVID-19 and new food price crisis</b>	<ol style="list-style-type: none"> <li>1. Bring a gender angle to data collection and analysis of the impacts of the pandemic.</li> <li>2. Ensure that all (mainly Social Protection (SP)) programs and projects addressing the various impacts of the pandemic incorporate a gender angle.</li> </ol>	Short-term	Ministry of Social & Community Development, Housing and Gender Affairs Ministry of National Security, Home Affairs, Public Administration, Information and Disaster Management

Recommended policy	Recommended actions	Timeline	Responsible agencies
<b>Policy area C.2.2.: Include a gender angle in all DRM policies and institutions</b>	<ol style="list-style-type: none"> <li>1. Incorporate a gender angle in the analysis of and response to these phenomena.</li> <li>2. Mainstream gender in all disaster-risk management (DRM) policies and programs.</li> <li>3. Make climate change mitigation measures gender responsive.</li> <li>4. Raise awareness about the gender implications of DRM and climate change.</li> </ol>	Short/medium-term	Ministry of Social & Community Development, Housing and Gender Affairs Ministry of National Security, Home Affairs, Public Administration, Information and Disaster Management
<b>Policy area C.2.3: Improve the knowledge on and address the gender implications of migration</b>	<ol style="list-style-type: none"> <li>1. Improve the knowledge of the gender implications of migration in Grenada.</li> <li>2. Mainstream gender in all migration-related policies and programs.</li> <li>3. Adequately respond to potential gender impacts, including trafficking and exploitation (especially in relation to domestic workers), access to financial services for remittances or to support services for women migrants.</li> </ol>	Short/medium/long-term	Ministry of Social & Community Development, Housing and Gender Affairs Ministry of National Security, Home Affairs, Public Administration, Information and Disaster Management
<b>Pillar D: Improve the agency of women</b>			
<b>Objective D.1: Eradicate gender-based violence</b>			
<b>Policy area D.1.1: Improve GBV prevention and response systems</b>	<ol style="list-style-type: none"> <li>1. Develop a comprehensive strategy for the prevention of gender-based violence (GBV).</li> <li>2. Explore the use of community mobilization interventions, school-based, mass media and edutainment programs and campaigns, among others, for the prevention of GBV.</li> <li>3. Develop efforts to include GBV in the regular training curriculum of first responder's professions, (police, health workers) – e.g., standard operating procedures, handling of survivors and referral;</li> <li>4. Strengthen one-stop service provision and referral systems.</li> <li>5. Improve the response capacity to provide support, shelter, and counselling to survivors.</li> </ol>	Medium/long-term	Ministry of Social & Community Development, Housing and Gender Affairs Ministry of Education, Youth, Sports & Culture Ministry of Legal Affairs, Labor & Consumer Affairs Ministry of National Security, Home Affairs, Public Administration, Information and Disaster Management
<b>Policy area D.1.2: Leverage safety nets to prevent gender-based violence</b>	<ol style="list-style-type: none"> <li>1. Reinforce existing economic empowerment programs, such as the SEED cash transfer program or other financial support schemes, to incorporate behavioral components that can help reduce the incidence of GBV, such as regular meetings or counselling on gender equality/GBV related issues.</li> </ol>	Medium/long-term	Ministry of Culture, Gender, Entertainment and Sports Ministry of Industry, Trade, Agriculture and Fisheries Ministry of Finance
<b>Objective D.2: Strengthen the capacity of institutions to promote gender equality</b>			
<b>Policy area D.2.1: Continue developing the institutional machinery for gender equality</b>	<ol style="list-style-type: none"> <li>1. Ensure effective mainstreaming of gender equality.</li> <li>2. Strengthen coordination mechanisms.</li> <li>3. Improve the capacity of public officials with regards to these mechanisms.</li> <li>4. Explore and expand gender-responsive budgeting.</li> <li>5. Assess and address implementation and enforcement challenges.</li> </ol>	Medium/long term	Ministry of Finance Office of the Prime Minister Ministry of National Security, Home Affairs, Public Administration, Information and Disaster Management
<b>Policy area D.2.2: Improve the availability of gender-disaggregated data and analysis.</b>	<ol style="list-style-type: none"> <li>1. Expand efforts to collect sex-disaggregated data and to conduct the necessary analysis to understand trends in gender gaps, drivers, and barriers.</li> <li>2. Develop a monitoring and evaluation agenda and system to improve institutional learning.</li> <li>3. Engender monitoring and evaluation across policies and programs.</li> </ol>	Short/medium term	Ministry of Social & Community Development, Housing and Gender Affairs

# References

- Aguirre, D., Hoteit, L., Rupp, C., & Sabbagh, K. 2012. Empowering the third billion— Women and the world of work in 2012, Booz & Company.
- Alibhai, A. S., Cassidy, R. M., Goldstein, M. P., & Papineni, S. 2022. *Evening the Credit Score? Impact of Psychometric Loan Appraisal for Women Entrepreneurs* (English). Policy Research working paper no. WPS 10230, COVID-19 (Coronavirus), Impact Evaluation series. Washington, DC: World Bank Group.
- Amin, M., & Islam, A. (2019). *Paid Maternity Leave and Female Employment: Evidence Using Firm-Level Survey Data for Developing Countries*. Policy Research Working Paper; No. 8715. World Bank: Washington, DC. <https://openknowledge.worldbank.org/handle/10986/31183> License: CC BY 3.0 IGO
- Amin, M., Islam, A., & Sakhonchik, A. (2016). *Does Paternity Leave Matter for Female Employment in Developing Economies? Evidence From Firm Data* (English). Policy Research working paper no. WPS 7588. Washington DC: World Bank Group. <http://documents.worldbank.org/curated/en/124221468196762078/Does-paternity-leave-matter-for-female-employment-in-developing-economies-evidence-from-firm-data>
- Bundervoet, T., Davalos, M., & Garcia, N. 2021. *The Short-Term Impacts of COVID-19 on Households in Developing Countries: An Overview Based on a Harmonized Data Set of High-Frequency Surveys*. Policy Research Working Paper no. 9582. Washington, DC: World Bank.
- Care International. 2018. *Counting the Cost: The Price Society Pays for Violence Against Women*. Geneva, Switzerland.
- Caribbean Policy Development Center. 2021. *Gender and Climate and Disaster Risk Finance and Insurance*. <https://climate-insurance.org/wp-content/uploads/2021/05/Gender-and-Climate-Disaster-Risk-Finance-and-Insurance-A-Focus-on-Small-Scale-Farmers-in-Antigua-and-Barbuda-Barbados-2.pdf>
- CDB. 2014. *Grenada Country Gender Assessment*.
- Center on Gender Equity and Health. 2020. "COVID 19 and Gender Research in LMICs." *Quarterly Review Report*, July-September, UCSD School of Medicine, San Diego, CA.
- Cookson, T. P., Carlitz, R., Fuentes, L., & Berryhill, A. 2020. "A Gender Data Snapshot of Life during COVID-19." Survey on Gender Equality at Home Report. Facebook.
- Cuberes, D., & Teignier, M. 2016. "Aggregate Effects of Gender Gaps in the Labor Market: A Quantitative Estimate." *Journal of Human Capital* 10(1).
- Cucagna, E., & Romero, J. 2021. *The Gendered Impacts of COVID-19 on Labor Markets in Latin America and the Caribbean*. Washington, DC: World Bank.
- De Paz Nieves, C., Gaddis, I., & Muller, M. 2021. *Gender and COVID-19: What Have We Learnt, One Year Later?* Policy Research Working Paper no. 9709. Washington, DC: World Bank.
- Economic Commission for Latin America and the Caribbean (ECLAC). 2005. *Grenada: A Gender Impact Assessment of Hurricane Ivan -- Making the Invisible Visible*. ECLAC regional office in the Caribbean.
- ECLAC. 2017. *Women's Empowerment and Migration in the Caribbean*. Series studies and perspectives. ECLAC subregional headquarters for the Caribbean.
- ECLAC. 2021. *Grenada Country Profile*. <https://oig.cepal.org/en/countries/72/profile>
- ECLAC 2021b. *The Economic Autonomy of Women in a Sustainable Recovery With Equality*. Special report, COVID-19, no. 9 (February 10).
- ECLAC/International Labour Organization (ILO). 2019. "Evolution of and Prospects for Women's Labour Participation in Latin America." *Employment Situation in Latin America and the Caribbean* no. 21 (LC/TS.2019/66). Santiago, Chile.

- ECLAC & IOM. 2017. "Women's Empowerment and Migration in the Caribbean." *Studies and Perspectives Series*, 59. [https://repositorio.cepal.org/bitstream/handle/11362/42491/1/S1700980\\_en.pdf](https://repositorio.cepal.org/bitstream/handle/11362/42491/1/S1700980_en.pdf)
- Food and Agriculture Organization (FAO). 2018. *The Gender Gap in Land Rights*. <https://www.fao.org/3/I8796EN/i8796en.pdf>
- Fletcher, W.C., & Ndahi, H. (2020). *Caribbean vocational qualification transition to employment in CARICOM Member States*. International Labor Organisation (ILO) Office for the Caribbean (August).
- Gibbons, M., A. (2020). *Confinement and Intimate Partner Violence: The Short-Term Effects of COVID-19*. Inter-American Development Bank (IADB).
- Government of Grenada. (2014). *Gender Equality Policy and Action Plan 2014-2024*. [https://oig.cepal.org/sites/default/files/2014\\_gender-equality-policy-action-plan\\_grd.pdf](https://oig.cepal.org/sites/default/files/2014_gender-equality-policy-action-plan_grd.pdf)
- Government of Grenada (2022). *Voluntary National Review of Grenada*. <https://hlpf.un.org/countries/grenada/voluntary-national-review-2022>
- Halim, D., Perova, E., & Reynolds, S. (2021). *Childcare and Mothers' Labor Market Outcomes in Lower- and Middle-Income Countries*. Policy Research Working Paper No. 9828. Washington, DC: World Bank. <https://openknowledge.worldbank.org/handle/10986/36479> License: CC BY 3.0 IGO
- Inter-American Development Bank (IADB). 2022. *La dimensión de género en la transformación digital empresarial y de América Latina y el Caribe*. Washington, DC: Inter-American Development Bank.
- International Finance Corporation (IFC). 2011. *Enterprise Surveys: St. Vincent and the Grenadines Country Profile 2010*. Washington, DC: World Bank.
- IFC. 2021. *Workplace Responses to Family and Sexual Violence in PNG: Measuring the Business Case*. Washington, DC: World Bank. [https://www.ifc.org/wps/wcm/connect/region\\_ext\\_content/ifc\\_external\\_corporate\\_site/east+asia+and+the+pacific/resources/png-fsv-report-final](https://www.ifc.org/wps/wcm/connect/region_ext_content/ifc_external_corporate_site/east+asia+and+the+pacific/resources/png-fsv-report-final)
- International Labor Organization (ILO). 2017. ILO Caribbean company survey 2017.
- ILO. 2018. *Women in Business and Management: Gaining Momentum in the Caribbean*.
- ILO. 2020. *Domestic Violence and Its Impact on the World of Work*. Brief no. 3. [https://www.ilo.org/global/topics/violence-harassment/resources/WCMS\\_738117/lang-en/index.htm](https://www.ilo.org/global/topics/violence-harassment/resources/WCMS_738117/lang-en/index.htm)
- International Monetary Fund (IMF). 2021. *Gender Budgeting in G20 Countries*. IMF Working Paper no. WP/21/269. Washington, DC.
- Intel. 2013. *Women and the Web: Bridging the Internet Gap and Creating New Global Opportunities in Low and Middle-Income Countries*.
- Ismayilova, L., Karimli, L., Gaveras, E., Tô-Camier, A., Sanson, J., Chaffin, J., & Nanema, R. (2018). An integrated approach to increasing women's empowerment status and reducing domestic violence: Results of a cluster-randomized controlled trial in a West African country. *Psychology of Violence* 8(4), 448-521.
- Jaupart, P. (2022). *Background Chapter for the World Development Report 2023*. Washington, DC: World Bank.
- Kapiga, S., Harvey, S., Mshana, G., Holm Hansen, C., Mtolela, G.J., Madaha, F. ... & Watts, C. 2019. "A social empowerment intervention to prevent intimate partner violence against women in a microfinance scheme in Tanzania: Findings from the MAISHA cluster randomised controlled trial." *The Lancet Global Health* 7(10), 1423- 34.
- Kerr-Wilson, A., Gibbs, A., McAslan Fraser E., Ramsoomar, L., Parke, A., Khuwaja, H. M. A., & Jewkes, R. 2020. *A Rigorous Global Evidence Review of Interventions to Prevent Violence Against Women and Girls*. Pretoria, South Africa: What Works to Prevent Violence Against Women and Girls Global Programme.
- Khalifa, R., & Scarparo, S. 2020. *Gender Responsive Budgeting: A Tool for Gender Equality*. *Critical Perspectives on Accounting*, Vol. 79 (September 2021), 102183.
- Kugler, M., Viollaz, M., Duque, D., Gaddis, I., Newhouse, D., Palacios-Lopez, A., & Weber, M. 2021. *How Did the COVID-19 Crisis Affect Different Types of Workers in the Developing World?* Washington, DC: World Bank.
- Messersmith et al. 2017. *A Mixed Methods Study to Test the Preliminary Effect of World Education's Together to End Violence Against Women (TEVAW), a Program to Address Intimate Partner Violence in Northern Tanzania*. International Household Survey Network. <http://www.svri.org/sites/default/files/attachments/2016-08-12/TEVAW%20Baseline%20Report.pdf>
- National Training Agency. 2020. *2020 Annual Report*. Grenada.
- OHCHR. 2016. *Realizing Women's Rights to Land and Other Productive Resources*. New York and Geneva 2016.
- OHCHR and UN Women. 2020. *Realizing Women's Rights to Land and Other Productive Resources*. [https://www.ohchr.org/sites/default/files/Documents/Publications/RealizingWomensRightstoLand\\_2ndedition.pdf](https://www.ohchr.org/sites/default/files/Documents/Publications/RealizingWomensRightstoLand_2ndedition.pdf)
- OXFAM. 2019. *Gender Inequalities and Food Insecurity: Ten Years After the Food Price Crisis, Why Are Women Farmers Still Food-Insecure?*

- Palmisano, G. 2022. *Grenada—Country Profile: Gender and Disaster Risk Management (DRM)* (English). Gender and Disaster Risk Management. Washington, DC: World Bank. Group. <http://documents.worldbank.org/curated/en/099625111282240498/P1712560312b6901c097740224d911ff486>
- Reventa and Dooley. 2020. *The Constraints That Bind (Or Don't): Integrating Gender Into Economic Constraints Analyses*. Working paper 137, Global Economy and Development at Brookings. Washington, DC.
- Roy et al. 2017. *Transfers, Behavior Change Communication, and Intimate Partner Violence: Postprogram Evidence From Rural Bangladesh*.
- Royston, E., & Germain, A. 2020. *An Assessment of the Transition to Virtual Learning In the OECS* (August).
- Rubiano Matulevich, E., & Iavoccone, L. 2021. *Building Back Better from COVID-19: Boosting Women's Entrepreneurship*. Washington, DC: World Bank.  
<https://documents1.worldbank.org/curated/en/140651624866963247/pdf/Building-Back-Better-from-COVID-19-Boosting-Women-s-Entrepreneurship.pdf>
- Stuart, S., Gény, L. R., & Abdulkadri, A. 2018. *Advancing the Economic Empowerment and Autonomy of Women in the Caribbean through the 2030 Agenda for Sustainable Development*. ECLAC.
- Ubfal. 2022. *Facilitating the School to Work Transition of Young Women*. Gender Innovation Lab for Latin American and the Caribbean (LACGIL), World Bank, Washington, DC.
- UNDP. 2005. *Grenada: A Gender Impact Assessment of Hurricane Ivan*. Grenada.
- UNICEF. 2020. *Maternity and Paternity in the Workplace in Latin America and the Caribbean: A Review of National Policies for Paternity and Maternity Leave and Support to Breastfeeding in the Workplace*. <https://www.unicef.org/mexico/media/5351/file/Maternidad%20y%20paternidad%20en%20el%20trabajo.pdf>
- UNICEF. 2020a. *Mapping of Existing Systems to Address Developmental Delays in 0-5-year-olds: Grenada Landscape Assessment*. <https://www.unicef.org/easterncaribbean/topics/early-childhood-development>
- UNICEF. 2021. *Generation Unlimited: The Well-being of Young People in Grenada*. FACT SHEET. <https://www.unicef.org/easterncaribbean/media/2961/file/GenU%20Grenada%20fact%20sheet.pdf>
- UNICEF. 2021a. *COVID-19: A Threat to Progress against Child Marriage*. New York, NY.
- UN Women. 2019. *GRENADA - Comprehensive National Review on Implementation of the Beijing Declaration and Platform for Action*. [https://www.cepal.org/sites/default/files/events/files/grenada\\_comprehensive\\_national\\_review\\_to\\_beijing\\_25\\_may\\_2019.pdf](https://www.cepal.org/sites/default/files/events/files/grenada_comprehensive_national_review_to_beijing_25_may_2019.pdf)
- UN Women. 2020. *Grenada Country Profile*. <https://data.unwomen.org/country/grenada>
- UN Women. 2021. *Gender Inequality of Climate Change and Disaster Risk in Grenada*. [https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER\\_Gender%20Inequality%20CC%20DRR%20Brief\\_GrenadaF\\_20220203.pdf](https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_GrenadaF_20220203.pdf)
- Woetzel, J., Madgavkar, A., Ellingrud, K., Labaye, E., Devillard, S., Kutcher, E., Manyika, J., Dobbs, R., & Krishnan, M. 2015. "The Power of Parity: How Advancing Women's Equality Can Add \$12 Trillion to Global Growth." Washington, DC: McKinsey & Co.
- World Bank. 2012. *World Development Report 2012: Gender Equality and Development*. Washington, DC. <https://openknowledge.worldbank.org/handle/10986/4391>
- World Bank. 2013. *Intimate Partner Violence: Economic Costs and Implications for Growth and Development*. Washington, DC. <https://www.worldbank.org/content/dam/Worldbank/document/Gender/Duvvury%20et%20al%202013%20Intimate%20Partner%20Violence%20Economic%20Costs%20and%20Implications%20for%20Growth%20and%20Development%20Jan%209%202014.pdf>
- World Bank. 2016. *Out of School and Out of Work*. Washington, DC. <https://documents1.worldbank.org/curated/en/368441467989520420/pdf/99447-REPLACEMENT-PUB-PUBLIC.pdf>
- World Bank. 2018. *The Human Capital Project*. Washington, DC. <https://openknowledge.worldbank.org/handle/10986/30498>
- World Bank. 2019. *Maternity, Paternity, and Parental Leaves in Europe*. Washington, DC. <https://elibrary.worldbank.org/doi/abs/10.1596/34956>
- World Bank. 2020. *Stepping Up Women's STEM Careers in Infrastructure*. Washington, DC. <https://documents1.worldbank.org/curated/en/192291594659003586/pdf/An-Overview-of-Promising-Approaches.pdf>
- World Bank. 2020a. *Grenada Human Capital Index 2020*. Brief, Human Capital Project. Washington, DC.
- World Bank. 2021. *Macro Poverty Outlook: Grenada*. Washington, DC. <https://pubdocs.worldbank.org/en/580931582655260624/mpo-grd.pdf>
- World Bank. 2021a. *Living Conditions in Grenada*. Washington DC. <https://openknowledge.worldbank.org/bitstream/handle/10986/36330/Living-Conditions-in-Grenada-Poverty-and-Equity-Update.pdf?sequence=1&isAllowed=y>



- World Bank. 2021b. *Grenada Country Gender Scorecard*. Washington, DC. <https://documents1.worldbank.org/curated/en/321381645693529836/pdf/Grenada-Country-Gender-Scorecard.pdf>
- World Bank. 2021c. *The Equality Equation: Advancing the Participation of Women and Girls in Science, Technology, Engineering and Mathematics (STEM)*. Washington, DC. <https://www.worldbank.org/en/topic/gender/publication/the-equality-equation-advancing-the-participation-of-women-and-girls-in-stem>
- World Bank. 2021d. *Making It Work for Women: What SPJ Projects Are Doing in the Care Space*. Washington, DC.
- World Bank. 2021e. *Women, Business, and the Law 2021 (WBL 2021)*. Washington, DC: World Bank.
- World Bank. 2022. *Safety First. How to Leverage SSN to Prevent GBV. Operational Guidance*. Washington, DC. <https://openknowledge.worldbank.org/bitstream/handle/10986/35641/Safety-First-How-to-Leverage-Social-Safety-Nets-to-Prevent-Gender-Based-Violence.pdf?sequence=5&isAllowed=y>
- World Bank. 2022a. *Post-secondary Education and Skills in OECS Countries: Overview and Challenges amid COVID-19*. Washington, DC.
- World Bank. 2022b. *Grenadians: An Employment Services Assessment for Grenada*. World Bank: Washington DC.
- World Bank. 2022c. *Reducing Teen Pregnancy (English)*. LAC Gender Notes. Washington, DC: World Bank. <http://documents.worldbank.org/curated/en/599281642747756584/Reducing-Teen-Pregnancy>
- World Bank & UNDP. 2021. *An Uneven Recovery: Taking the Pulse of LAC following the Pandemic*. 2021 LAC High Frequency Phone Surveys.

