

*In 2016, Grenada made a minimal advancement in efforts to prevent the worst forms of child labor. The Government joined the Regional Initiative to eliminate the worst forms of child labor by 2020. Although research found no evidence that child labor, including its worst forms, exists in Grenada, no study of child labor has been done to confirm this. The Government's ability to prevent children from becoming engaged in the worst forms of child labor is limited because existing laws do not comprehensively prohibit child trafficking and the commercial sexual exploitation of children. In addition, there is a lack of prohibitions against children's involvement in hazardous work and illicit activities, including the production and trafficking of drugs.*






## I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Research found no evidence that child labor, including its worst forms, exists in Grenada.(1) According to the Education Act, public education is free and all children are required to attend school until age 16. However, in practice, some school boards deny access to pregnant girls and adolescent mothers.(2-4)

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

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

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

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

The Government has established laws and regulations related to child labor, including its worst forms (Table 2). However, gaps exist in Grenada's legal framework to adequately protect children from child labor.

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

Standard	Meets International Standards: Yes/No	Age	Legislation
Minimum Age for Work	No	16	Article 32 of the Employment Act (5)
Minimum Age for Hazardous Work	No		
Identification of Hazardous Occupations or Activities Prohibited for Children	No		
Prohibition of Forced Labor	Yes		Article 25 of the Employment Act; Article 4 of the Constitution; Articles 9–11 of the Prevention of Trafficking in Persons Act (5-7)
Prohibition of Child Trafficking	No		Articles 9–11 of the Prevention of Trafficking in Persons Act (7)
Prohibition of Commercial Sexual Exploitation of Children	No		Articles 137 and 188 of the Criminal Code; Article 12 of the Electronic Crimes Bill; Article 10 of the Prevention of Trafficking in Persons Act (7-10)
Prohibition of Using Children in Illicit Activities	No		

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

Standard	Meets International Standards: Yes/No	Age	Legislation
Minimum Age for Military Recruitment			
State Compulsory	N/A†		
State Voluntary	N/A†		
Non-state Compulsory	No		
Compulsory Education Age	Yes	16	Articles 2 and 15 of the Education Act (3)
Free Public Education	Yes		Articles 15–16 of the Education Act (3)

† No standing military (11)

Article 32 of the Employment Act allows holiday employment for children under age 16, but it does not specify the minimum age, types of work, or number of hours permitted for such work.(5, 12) The Prevention of Trafficking in Persons Act does not sufficiently prohibit the trafficking of children, despite establishing heightened penalties for traffickers of children, because it requires the use of force, threats, abuse of power, or other forms of coercion to carry out the offense.(7) The Criminal Code, Electronic Crimes Bill, and Prevention of Trafficking in Persons Act do not comprehensively prohibit the commercial sexual exploitation of all children.(9)

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

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

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

Organization/Agency	Role
Ministry of Labor	Enforce laws related to child labor.(10, 13)
Royal Grenada Police Force	Investigate crimes and enforce laws related to child labor. Help the Child Protection Agency and the Ministry of Social Development and Housing provide emergency services to children.(10, 13)
Ministry of Legal Affairs	Prosecute criminal cases of child abuse in consultation with the Child Protection Agency.(14)
Child Protection Agency	Enforce laws related to child labor by receiving and investigating reports of child abuse. Provide social and protective services to abused children, including by requesting court emergency protection orders.(10, 13-15)
Ministry of Social Development and Housing	Oversee the Child Abuse Hotline and investigate reports of child abuse. Refer child abuse cases to the Child Protection Agency and criminal cases to the police.(14) Enforce laws related to school attendance and provide programs to support school attendance.(10, 13, 16)
Ministry of Education	Enforce laws related to school attendance through employment of truancy officers. Combat student absenteeism by monitoring students' attendance and facilitating students' access to school transportation and meals.(10, 13, 16)

#### *Labor Law Enforcement*

In 2016, labor law enforcement agencies in Grenada took actions to combat child labor, including its worst forms (Table 4). However, gaps in labor law enforcement remain and some enforcement information is not available.

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

Overview of Labor Law Enforcement	2015	2016
Labor Inspectorate Funding	0 (13)	0 (1)
Number of Labor Inspectors	7 (13)	6 (1)
Inspectorate Authorized to Assess Penalties	No (13)	No (1)
Training for Labor Inspectors		
Initial Training for New Employees	Yes (13)	No (1)
Training on New Laws Related to Child Labor	Yes (13)	N/A
Refresher Courses Provided	Yes (13)	No (1)

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

Overview of Labor Law Enforcement	2015	2016
Number of Labor Inspections	68 (13)	20 (17)
Number Conducted at Worksite	68 (2)	Unknown
Number Conducted by Desk Reviews	0 (13)	Unknown
Number of Child Labor Violations Found	0 (13)	0 (1)
Number of Child Labor Violations Found for Which Penalties Were Imposed	0 (13)	0 (1)
Number of Penalties Imposed That Were Collected	N/A	N/A (1)
Routine Inspections Conducted	Yes (13)	Yes (1)
Routine Inspections Targeted	Yes (13)	Yes (18)
Unannounced Inspections Permitted	Yes (13)	Yes (1)
Unannounced Inspections Conducted	Yes (13)	Yes (1)
Complaint Mechanism Exists	Yes (13)	Yes (1)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Yes (13)	Yes (1)

In 2016, the Ministry of Labor had a budget of approximately \$333,333 to carry out all activities during the reporting period, including labor inspections. Although labor law enforcement agencies have sufficient resources to respond to reports of child labor, these agencies are typically underfunded and lack the staff and resources needed to fully realize their missions.(1, 13, 18)

### ***Criminal Law Enforcement***

In 2016, criminal law enforcement agencies in Grenada did not take actions to combat the worst forms of child labor (Table 5).

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

Overview of Criminal Law Enforcement	2015	2016
Training for Investigators		
Initial Training for New Employees	No (13)	N/A (17)
Training on New Laws Related to the Worst Forms of Child Labor	No (13)	N/A (1)
Refresher Courses Provided	No (13)	No (1)
Number of Investigations	0 (13)	0
Number of Violations Found	0 (13)	0 (1)
Number of Prosecutions Initiated	0 (13)	0 (1)
Number of Convictions	0 (13)	0 (1)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (13)	Yes (1)

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

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

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

As there is no evidence of a problem, there appears to be no need for policies to address child labor, including its worst forms. During the reporting period, the Government joined the Regional Initiative to eliminate the worst forms of child labor by 2020 and continued drafting a policy on adolescent pregnancy.(4, 19) Existing policies refer adolescent mothers to the Program for Adolescent Mothers rather than reintegrating them in mainstream education. The limited implementation of these policies impedes the Government's ability to reach all girls who leave school due to pregnancy.(4)

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

As there is no evidence of a problem, there appears to be no need for programs to address child labor, including its worst forms. However, research found no evidence of current research on the worst forms of child labor in Grenada.

Based on the reporting above, the following actions would advance the continued prevention of child labor, including its worst forms, in Grenada (Table 8).

Area	Suggested Action	Year(s) Suggested
Legal Framework	Establish a minimum age for hazardous work as 18 and identify hazardous occupations and activities prohibited for children.	2009 – 2016
	Prohibit the use of children in illicit activities, including drug production and trafficking.	2011 – 2016
	Establish minimum age requirements of at least age 13 for holiday employment and define the activities, conditions, and number of hours permissible for such work.	2014 – 2016
	Ensure that the law sanctions all perpetrators of child trafficking, including where there is no showing of force, threats, or coercion.	2015 – 2016
	Enact legislation prohibiting the use, procuring, or offering of a child for all forms of commercial sexual exploitation.	2016
	Ensure that the law criminally prohibits the recruitment of children under 18 by non-state armed groups.	2016
Enforcement	Provide sufficient funding and resources to allow agencies responsible for the enforcement of labor laws to fulfill their mission.	2015 – 2016
	Publish information on the number of labor inspections conducted at worksites and by desk reviews.	2016
	Authorize the labor inspectorate to assess penalties.	2015 – 2016
	Ensure that labor inspectors and investigators receive training related to the worst forms of child labor.	2015 – 2016
Policies	Adopt and implement a policy to address the reintegration of pregnant girls and adolescent mothers in mainstream education.	2016
Social Programs	Conduct research to determine whether any of the worst forms of child labor exist in Grenada.	2009 – 2016
	Enhance efforts to eliminate barriers and make education accessible to ensure that all children are provided with basic education and complete their schooling, including pregnant girls and adolescent mothers.	2015 – 2016

1. U.S. Embassy- Grenada. *reporting, January 18, 2017*.
2. U.S. Embassy- Grenada official. E-mail communication to USDOL official. May 3, 2016.
3. Government of Grenada. *Education Act*, No. 21 of 2002, enacted 2002. <http://laws.gov.gd/>.
4. U.S. Embassy- Grenada official. E-mail communication to USDOL official. April 12, 2017.
5. Government of Grenada. *Employment Act*, Act No. 14 of 1999, enacted 1999. <http://www.ilo.org/dyn/natlex/docs/WEBTEXT/53925/65176/E99GRD01.htm>.
6. Government of Grenada. *Constitution*, No. 2155 of 1973, enacted 1973. <http://pdpa.georgetown.edu/constitutions/grenada/gren73eng.html>.
7. Government of Grenada. *Prevention of Trafficking in Persons Act*, enacted June 11, 2014. [source on file].
8. Government of Grenada. *Electronic Crimes Bill*, enacted October 3, 2013. <http://www.easterncaribbeanlaw.com/electronic-crimes-act-2013/>.
9. Government of Grenada. *Criminal Code*, enacted January 20, 1987. <http://www.ilo.org/dyn/natlex/docs/ELECTRONIC/95182/111978/F2077022491/GRD95182.PDF>.
10. U.S. Embassy- Grenada. *reporting, January 15, 2015*.
11. Child Soldiers International. *Louder than Words: An Agenda for Action to End State Use of Child Soldiers*. London; 2012. <https://www.child-soldiers.org/shop/louder-than-words-1>.
12. ILO Committee of Experts. *Individual Direct Request concerning Minimum Age Convention, 1973 (No. 138) Grenada (ratification: 2003) Published: 2014*; accessed December 4, 2015; [http://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0:NO:13100:P13100 COMMENT\\_ID:3141593:YES](http://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0:NO:13100:P13100 COMMENT_ID:3141593:YES).

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14. Government of Grenada. *National Child Abuse Protocol*, enacted 2004.  
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15. Government of Grenada. *Grenada Child Protection Agency launches first National Child Protocol in the Region*, [online] November 1, 2013 [cited March 24, 2016]; [http://www.gov.gd/egov/news/2013/nov13/01\\_11\\_13/item\\_1/grenada\\_child\\_protection\\_agency\\_launches\\_ncp\\_region.html](http://www.gov.gd/egov/news/2013/nov13/01_11_13/item_1/grenada_child_protection_agency_launches_ncp_region.html).
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