

# Grenada

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (St. George's). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Grenada scores 80.6 out of 100**. The overall score for Grenada is higher than the regional average observed across Latin America & Caribbean (79.2).

## Grenada - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, gender differences in property and inheritance, and laws affecting the size of a women's pension, Grenada gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's work after having children, and constraints on women's starting and running a business, Grenada could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Grenada is on the indicator related to laws affecting women's work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Grenada may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, making paid leave available to fathers, and making paid parental leave available.

### Recent Reforms (2018-2019)

**Mobility:** Grenada made international travel easier for women by allowing them to apply for a passport in the same way as men, with no need for additional documentation.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Domicile and Matrimonial Proceedings Act 1973, Art. 1; West Indies Associated States Supreme Court (Grenada) Act, Cap. 336, Sec.11
	Can a woman travel outside her home in the same way as a man?	Yes	Married Women's Property Act, Cap. 186, Sec. 15
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Act, Sec. 3; Passport Application Form
	Can a woman travel outside the country in the same way as a man?	Yes	Married Women's Property Act, Cap. 186, Sec. 15
Workplace	Can a woman get a job in the same way as a man?	Yes	Married Women's Property Act, Cap. 186, Sec. 15
	Does the law prohibit discrimination in employment based on gender?	Yes	Act No. 14 of 1999, Art. 26
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Act No. 14 of 1999, Sec. 27
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
Marriage	Can a woman be head of household in the same way as a man?	Yes	Married Women's Property Act, Cap. 186, Secs. 12 and 15
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence Act, 2010
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	No	National Insurance (Benefit) Regulations, Sec. 12
	Does the government pay 100% of maternity leave benefits?	No	National Insurance (Benefit) Regulations, Sec. 11
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Act No. 14 of 1999, Sec. 67(1)
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Law Reform (Married Women and Tortfeasors Act), Ch. 166, Sec. 2(b); Married Woman's Property Act, Ch. 186, Secs. 2 and 15
	Can a woman register a business in the same way as a man?	Yes	Registration of Business Names Act, Ch. 281, Secs. 5 and 6
	Can a woman open a bank account in the same way as man?	Yes	Law Reform (Married Women and Tortfeasors Act), Ch. 166, Sec. 2; Married Woman's Property Act, Ch. 186, Sec. 15
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Law Reform (Married Women and Tortfeasors Act), Ch. 166, Sec. 2; Married Woman's Property Act, Ch. 186, Sec. 11
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Intestate Estates Act, Ch. 154, Sec. 4(1)(b)
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Intestate Estates Act, Ch. 154, Sec. 4(1)(a)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Law Reform (Married Women and Tortfeasors Act), Ch. 166, Sec. 2; Married Woman's Property Act, Ch. 186, Sec. 11
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Matrimonial Causes Act 1973, Sec. 25(1)(f)
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: National Insurance Act, 1983, Reg. 29. Men: National Insurance Act, 1983, Reg. 29.
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	National Insurance Act 1983, Sec. 47