

Grenada

Women, Business and the Law 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 lower than the regional average observed across Latin America and the Caribbean (80.9). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

Grenada - Scores for Women, Business and the Law 2023



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 woman’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 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 measuring laws affecting women’s work after having children (the WBL2023 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

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Grenada are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/grenada/2023>



| | 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, Art. 1; West Indies Associated States Supreme Court (Grenada) Act, Sec. 11 |
| | Can a woman travel outside her home in the same way as a man? | Yes | Married Woman's Property Act, Sec. 15 |
| | Can a woman apply for a passport in the same way as a man? | Yes | Passport Regulations 2018, Schedule I, Part. A; Passport application form |
| | Can a woman travel outside the country in the same way as a man? | Yes | Married Woman's Property Act, Sec. 15 |
| Workplace | Can a woman get a job in the same way as a man? | Yes | Married Woman's Property Act, 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, Art. 27 |
| | Can a woman work at night in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman work in a job deemed dangerous in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman work in an industrial job in the same way as a man? | Yes | No restrictions could be located |
| Marriage | Is the law free of legal provisions that require a married woman to obey her husband? | Yes | No applicable provisions could be located |
| | Can a woman be head of household in the same way as a man? | Yes | Married Woman's Property Act, Secs. 12 and 15 |
| | Is there legislation specifically addressing domestic violence? | Yes | Domestic Violence Act |
| | Can a woman obtain a judgment of divorce in the same way as a man? | Yes | Matrimonial Causes Act, Sec. 1 |
| Parenthood | Does a woman have the same rights to remarry as a man? | Yes | No restrictions could be located |
| | Is paid leave of at least 14 weeks available to mothers? | No | National Insurance (Benefit) Regulations, Art. 12; Employment Act, Arts. 60-61 |
| | Does the government pay 100% of maternity leave benefits? | No | National Insurance (Benefit) Regulations, Sec. 11; Employment Act, Art. 61 |
| | Is paid leave available to fathers? | 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) |
| Entrepreneurship | 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), Sec. 2(b); Married Woman's Property Act, Secs. 2 and 15 |
| | Can a woman register a business in the same way as a man? | Yes | Registration of Business Names Act, Secs. 5 and 6 |
| Assets | Can a woman open a bank account in the same way as a man? | Yes | Law Reform (Married Women and Tortfeasors Act), Sec. 2; Married Woman's Property Act, Sec. 15 |
| | Do men and women have equal ownership rights to immovable property? | Yes | Law Reform (Married Women and Tortfeasors Act), Sec. 2; Married Woman's Property Act, Sec. 11 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Intestate Estates Act, Sec. 4(1)(b) |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Intestate Estates Act, Sec. 4(1)(a) |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Law Reform (Married Women and Tortfeasors Act), Sec. 2; Married Woman's Property Act, Sec. 11 |
| Pension | Does the law provide for the valuation of nonmonetary contributions? | Yes | Matrimonial Causes Act, Sec. 25(1)(f) |
| | Is the age at which men and women can retire with full pension benefits the same? | Yes | National Insurance Act 1983, Sec. 29 |
| | Is the age at which men and women can retire with partial pension benefits the same? | Yes | No applicable provisions could be located |
| | Is the mandatory retirement age for men and women the same? | Yes | No applicable provisions could be located |
| | Are periods of absence due to childcare accounted for in pension benefits? | Yes | National Insurance Act 1983, Sec. 47 |