

Grenada 2024 Human Rights Report

Executive Summary

There were no significant changes in the human rights situation in Grenada during the year.

Significant human rights issues included laws that did not meet international standards for preventing the worst forms of child labor.

The government took credible steps to identify and punish officials who committed human rights abuses.

Section 1. Life

a. Extrajudicial Killings

There were no reports the government or its agents committed arbitrary or unlawful killings during the year.

b. Coercion in Population Control

There were no reports of coerced abortion or involuntary sterilization on the part of government authorities.

Section 2. Liberty

a. Freedom of the Press

The law provided for freedom of expression, including for members of the press and other media, and the government generally respected this right. An independent media, an effective judiciary, and a functioning democratic political system combined to promote freedom of expression, including for media members.

b. Worker Rights

Freedom of Association and Collective Bargaining

The law provided for the right of workers to form and join independent labor unions, participate in collective bargaining, and, with some restrictions, conduct legal strikes. The law prohibited antiunion discrimination. Employees terminated for union activity could bring their cases to the Ministry of Labor or to court, which could order the reinstatement of the employees or compensation. The law required employers to recognize a union in a particular business only if most of the workforce belonged to the union.

While workers in essential services had the right to strike, the labor minister could refer disputes involving essential services to compulsory arbitration.

The government's list of essential services included airports, air traffic, seaports, pilotage, and dock services. Several of these services were not regarded as essential by the International Labor Organization.

The government respected freedom of association and the right to collective bargaining. The government was generally respectful of the right to strike in nonessential services. Employers generally recognized and bargained with unions.

The government generally enforced labor laws. Penalties were commensurate with those for analogous violations such as civil rights violations and were regularly applied against violators. Administrative and judicial procedures related to labor were subject to lengthy delays and appeals.

Forced or Compulsory Labor

The law prohibited all forms of forced or compulsory labor and specifically prohibited the sale or trafficking of children for exploitive labor. The law criminalized the use of force, threats, abuse of power, and other forms of coercion for trafficking. Penalties were less than those for analogous crimes, such as kidnapping. The government effectively enforced the law.

Acceptable Work Conditions

Wage and Hour Laws

The law provided for a national minimum wage that was above the poverty income level. As of January 1, the minimum wage, which had previously applied only to specific categories of employment, applied to all workers, including full-time workers, part-time workers, and trainees, in all sectors.

The law provided for a 40-hour workweek with eight-hour days, except for clerical and shop assistants, who had 44-hour workweeks; domestic workers, who had a limit of 10 hours of work per day; and security guards or shift workers, who had a limit of 12 hours of work per day.

Occupational Safety and Health

The government set occupational safety and health (OSH) standards. OSH standards were appropriate for the main industries in the country. Ministry of Labor experts identified unsafe conditions and responded to workers' complaints. Labor inspectors could make unannounced inspections.

Workers could remove themselves from situations endangering health or safety without jeopardizing their employment if they reasonably believed the situation presented an imminent or serious danger to life or health.

Allegations of violations of OSH standards were common in the manufacturing and construction sectors.

Wage, Hour, and OSH Enforcement

The Ministry of Labor effectively enforced minimum wage, overtime, and OSH laws. It was unclear if penalties for violations of minimum wage and overtime or OSH laws were commensurate with those for similar crimes, such as fraud or negligence. Penalties were sometimes applied against violators. Employers who paid less than the minimum wage faced a significant fine of up to 5,000 Eastern Caribbean dollars (ECD) (\$1,870) for a first offense and up to 10,000 ECD (\$3,740) for subsequent offenses and a court could order them to pay the wage difference to the employee, plus interest, if appropriate.

Employees whose employer refused to pay minimum wage could file a complaint with the Ministry of Labor or notify their union if they were unionized. The Ministry of Labor maintained resources for both employers and employees.

The number of labor inspectors was not sufficient to enforce OSH compliance. Labor inspectors had the authority to make unannounced inspections and initiate sanctions. Labor officers worked with employers in sectors such as energy, agriculture, and construction to promote appropriate clothing, health checks, and pesticide safety. The government preferred to encourage businesses to rectify OSH violations rather than punishing noncompliance, with mixed results across sectors. Sectors with more successful compliance included tourism, hospitality, and construction.

The government made efforts to prevent violations of OSH standards, particularly for vulnerable groups, but problems remained in fully safeguarding these workers. Women and low-wage laborers, especially in agriculture, construction, and domestic work, were often more exposed to unsafe working conditions than other workers.

The informal sector accounted for approximately 75 percent of the labor force. The government enforced labor laws in this sector.

c. Disappearance and Abduction

Disappearance

There were no reports of enforced disappearances by or on behalf of government authorities.

Prolonged Detention without Charges

The law prohibited arbitrary arrest and detention and provided for the right of any person to challenge the lawfulness of their arrest or detention in court. The government generally observed these requirements.

d. Violations in Religious Freedom

See the Department of State's annual *International Religious Freedom Report* at <https://www.state.gov/religiousfreedomreport/>.

e. Trafficking in Persons

There were no confirmed reports during the year that traffickers exploited domestic or foreign victims in the country or that traffickers exploited nationals as victims abroad.

Section 3. Security of the Person

a. Torture and Cruel, Inhuman, or Degrading Treatment or Punishment

The law prohibited such practices, and there were no credible reports government officials employed them.

b. Protection of Children

Child Labor

The law required the use of force, threats, abuse of power, or other forms of coercion to classify an act as child trafficking and therefore did not meet international standards. The law did not identify hazardous activities prohibited for children.

See the Department of Labor's *Findings on the Worst Forms of Child Labor* at <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/findings/>.

Child Marriage

The legal minimum age for marriage was 21, although persons as young as 18 could marry with written parental consent. There were ambiguities in parental consent provisions, however, and limited protective mechanisms against violations. The government enforced the law to a limited extent. Cultural norms and economic factors led to cases of child marriage. Several factors contributed to the obstacles in enforcement, such as limited social awareness of the law and insufficient monitoring and reporting infrastructure.

c. Protection to Refugees

The government cooperated with the Office of the UN High Commissioner for Refugees (UNHCR) and other humanitarian organizations in providing protection and assistance to refugees, returning refugees, or asylum seekers, as well as other persons of concern.

Provision of First Asylum

The law did not provide for the granting of asylum or refugee status, but the government had a system for providing protection to refugees through UNHCR.

d. Acts of Antisemitism and Antisemitic Incitement

The Jewish community comprised approximately 600-1,000 members.

There were no reports of antisemitic incidents.