

Grenada

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Ratifications for Grenada

31 Conventions

- Fundamental Conventions: **8 of 8**
- Governance Conventions (Priority): **2 of 4**
- Technical Conventions: **21 of 177**
- Out of **31** Conventions ratified by Grenada, of which **26** are in force, **5** Conventions have been denounced; **1** has been ratified in the past 12 months.

See also

[Conventions not ratified](#)

Display the list by: Type Number Subject Status

Fundamental

Convention	Date	Status
C029 - Forced Labour Convention, 1930 (No. 29)	09 Jul 1979	In Force
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	25 Oct 1994	In Force
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	09 Jul 1979	In Force
C100 - Equal Remuneration Convention, 1951 (No. 100)	25 Oct 1994	In Force
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	09 Jul 1979	In Force
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	14 May 2003	In Force
C138 - Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 16 years</i>	14 May 2003	In Force
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	14 May 2003	In Force

Governance (Priority)

Convention	Date	Status
C081 - Labour Inspection Convention, 1947 (No. 81) <i>Excluding Part II</i>	09 Jul 1979	In Force
C144 - Tripartite Consultation (International Labour	25 Oct 1994	In Force

Standards) Convention, 1976 (No. 144)

Technical

Convention	Date	Status
C005 - Minimum Age (Industry) Convention, 1919 (No. 5)	09 Jul 1979	Automatic Denunciation 14 May 2003 by C138
C007 - Minimum Age (Sea) Convention, 1920 (No. 7)	09 Jul 1979	Automatic Denunciation 14 May 2003 by C138
C008 - Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)	09 Jul 1979	In Force
C010 - Minimum Age (Agriculture) Convention, 1921 (No. 10)	09 Jul 1979	Automatic Denunciation 14 May 2003 by C138
C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)	09 Jul 1979	In Force
C012 - Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)	09 Jul 1979	In Force
C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)	09 Jul 1979	In Force
C015 - Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)	09 Jul 1979	Automatic Denunciation 14 May 2003 by C138
C016 - Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)	09 Jul 1979	In Force
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	09 Jul 1979	In Force
C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	09 Jul 1979	In Force
C050 - Recruiting of Indigenous Workers Convention, 1936 (No. 50)	09 Jul 1979	Shelved Conventions
C058 - Minimum Age (Sea) Convention (Revised), 1936 (No. 58)	09 Jul 1979	Automatic Denunciation 14 May 2003 by C138
C064 - Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)	09 Jul 1979	Shelved Conventions
C065 - Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)	09 Jul 1979	Shelved Conventions
C086 - Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)	09 Jul 1979	Shelved Conventions
C094 - Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	09 Jul 1979	In Force
C095 - Protection of Wages Convention, 1949 (No. 95)	09 Jul 1979	In Force
C097 - Migration for Employment Convention (Revised),	09 Jul 1979	In Force

1949 (No. 97)

Has excluded the provisions of Annexes I to III

C099 - Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	09 Jul 1979	In Force
C108 - Seafarers' Identity Documents Convention, 1958 (No. 108)	09 Jul 1979	In Force
C155 - Occupational Safety and Health Convention, 1981 (No. 155)	26 Jun 2012	In Force

Freedom of Association and the Right to Collective Bargaining

Direct Request (CEACR) - adopted 2009, published 99th ILC session (2010)

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Grenada (Ratification: 1994)

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The Committee recalls that for several years it had been commenting on the following issues.

Articles 2 and 4 of the Convention. The Committee had asked the Government to reduce the number of members (ten) required for the registration of an employers' organization. The Committee had recalled that the minimum requirement of ten employers to form an employers' organization was excessive and capable of hindering the creation of employers' organizations, particularly given the relatively small size of the country.

Article 3. The Committee had required the Government to amend section 24(2) of the Labour Relations Act, which permits the registrar to require the delivery of detailed accounts of the revenue, expenditure, assets, liabilities and funds of the organization at any time; failure to comply with this order would result in a fine of \$10,000 or one year's imprisonment (section 24(6)). The Committee had noted the Government's proposed amendment to section 24(2) of the Labour Relations Act which limits the possibility for the registrar to request periodic financial reports only when there are serious grounds for believing that the activities of an organization are contrary to the rule of law.

The Committee had noted that section 45(3) of the Labour Relations (Amendments) Act of July 2003, grants the minister the power to refer to compulsory arbitration disputes in essential services and had requested the Government to indicate which services lie within the scope of section 45(3) of the Act. The Committee had noted the Government's indication that the Labour Relation (Amendments) Act of July 2003 did not modify the second schedule, which establishes the essential services. The Committee had noted that this second schedule included sanitation, seaport and dock services among the essential services. It had recalled that it did not consider sanitation, seaport and dock services to be essential in the strict sense of the term – that is to say, services, the interruption of which would endanger the life, personal safety or health of the whole or part of the population. This notwithstanding, the Committee had considered that a minimum service could be appropriate as a possible alternative in these situations, where a substantial restriction or total prohibition of strike would not appear to be justified and where, without calling into question the right to strike of the large majority of workers, one might consider ensuring that users' basic needs are met or that facilities operate safely or without interruption. In any circumstance, workers' organizations should be able to participate in defining such a service in the same way as employers and the public authorities.

The Committee notes that the Government indicates in its report that all these issues will be brought before the newly appointed Labour Advisory Board which was reconstituted on 12 October 2009. ***In these circumstances, the Committee expects that the necessary amendments will be adopted without delay in accordance with the principles set out above. It requests the Government to indicate in its next report the progress made in this respect.***

Equality and non-discrimination

Observation (CEACR) - adopted 2011, published 101st ILC session (2012)

Equal Remuneration Convention, 1951 (No. 100) - Grenada (Ratification: 1994)

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The Committee notes that the Government's report has not been received. It must therefore repeat its previous observation, which read as follows:

Repetition

Discriminatory Minimum Wage Order. The Committee previously raised concerns regarding the discriminatory nature of the Minimum Wage Order SRO 11 (2002), which provides different wages for female and male agricultural workers. The Committee noted previously that the Grenada Employers' Federation and the Grenada Trade Union Council had agreed with the Committee's comments and that the Department of Labour had proposed an amendment to provide for the same wage rate for male and female agricultural workers. ***The Committee regrets that the Government has not replied to the Committee's previous observation on this matter and, therefore, it must urge the Government to take steps, without further delay, to ensure that the Minimum Wage Order no longer provides different wages for male and female workers. The Committee also asks the Government to provide a copy of the revisions once they are adopted. Please also provide copies of any other minimum wage orders currently in force for the various trades, industries and occupations, as well as information on the criteria used for fixing the applicable minimum wages.***

The Committee is raising other points in a request addressed directly to the Government.

The Committee hopes that the Government will make every effort to take the necessary action in the near future.



Equal Remuneration Convention, 1951 (No. 100) - Grenada (Ratification: 1994)

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The Committee notes that the Government's report has not been received. It hopes that a report will be supplied for examination by the Committee at its next session and that it will contain full information on the matters raised in its previous direct request, which read as follows:

Repetition

Article 3 of the Convention. Objective job evaluation. The Committee notes the Government's statement that the job evaluation process in the public sector is currently under review, and that consultants have been engaged for this purpose. The Government states, however, that there is no pay discrimination in the public service, and that women hold the majority of managerial positions. It notes further the Government's indication that the Ministry of Labour encourages job evaluation in the private sector. ***The Committee asks the Government to keep it apprised of developments in the review of the public sector job evaluation process, and hopes that ensuring equal remuneration for women and men for work of equal value, as set out in the Convention and section 27 of the Employment Act, 1999, will be an explicit objective of the review process. The Committee also asks the Government to provide information on the specific measures taken to promote objective job evaluation in the private sector. The Committee would also welcome receiving statistics regarding the number of women and men in the various levels of the public sector, including the civil service, as well as for the private sector, if possible, with specific reference to the earnings levels.***

Article 4. Cooperation with workers' and employers' organizations. The Committee notes the Government's indication that it seeks to address issues of the value of jobs, for example in the collective agreement of the Grenada Ports Authority, and the Grenada Electricity Services. ***The Committee asks the Government to provide information on the measures taken to assist in addressing the issues of "equal value" with respect to the Grenada Ports***

Authority and the Grenada Electricity Services. Please also provide information on any other steps taken to give effect to the principle of the Convention through cooperation with workers' and employers' organizations, including through training or awareness raising on the principle.

Enforcement. The Committee notes the Government's indication that there have been no cases submitted in violation of section 27 of the Employment Act. ***The Committee asks the Government to continue to provide information on the nature, number and outcome of any cases on unequal remuneration. Please also provide information on any violations of section 27 brought to the attention of the Department of Labour, and any activities undertaken to increase the awareness of the judiciary and the labour inspectorate of the principle of the Convention.***

Direct Request (CEACR) - adopted 2011, published 101st ILC session (2012)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Grenada (Ratification: 2003)

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The Committee notes that the Government's report has not been received. It hopes that a report will be supplied for examination by the Committee at its next session and that it will contain full information on the matters raised in its previous direct request, which read as follows:

Repetition

Scope of application. The Committee previously noted that the Employment Act excludes from its scope of application, and thus from the non-discrimination provisions in section 26, members of the police force, armed forces, prison guards or officers (section 4). The Committee had, therefore, requested the Government to provide information on how the application of the Convention is ensured for these categories of workers. The Committee notes the Government's reply that there is no discrimination in the public sector, and by extension in the police force, armed forces, prison guards or officers. ***Noting that categories of workers are excluded from the protection of the Employment Act, the Committee requests specific information on any laws or regulations in force providing protection to these workers against discrimination, and on how in practice non-discrimination of these workers is ensured.***

Article 1 of the Convention. Sexual harassment. ***In the absence of a response to its previous request, the Committee again asks the Government to provide information on the measures taken to prevent and prohibit sexual harassment at the workplace, in accordance with its 2002 general observation on this issue. Noting that the report of the Grenada National Organization for Women, to which the Government refers in its report, was not attached, the Committee requests the Government to provide a copy of the report.***

Articles 2 and 3. National equality policy. ***In the absence of a response to its***

previous request, the Committee again asks the Government to provide information on any measures taken to collaborate with social partners and other relevant bodies, and on any educational programmes or awareness-raising activities undertaken with a view to promoting the acceptance and observance of the principle of the Convention. It also reiterates its request for: (i) information on the relevant activities of the Labour Commissioner to monitor the application of section 26 of the Employment Act; and (ii) statistical data on the participation of men and women in vocational training and in employment.

Article 5. Special measures. The Committee notes the Government's information that it is taking steps to take special measures under section 26(2) of the Employment Act. ***The Committee requests the Government to continue to provide information on measures taken pursuant to section 26 (2) of the Employment Act.***