

INTERNATIONALLY RECOGNISED CORE LABOUR STANDARDS IN THE ORGANISATION OF EASTERN CARIBBEAN STATES (OECS)

REPORT FOR THE WTO GENERAL COUNCIL REVIEW OF THE TRADE POLICIES OF THE OECS (Geneva, 5 and 7 November 2007)

EXECUTIVE SUMMARY

All six OECS countries (Antigua and Barbuda, Dominica, Grenada, St. Kitts and Nevis, St. Lucia, and St. Vincent and the Grenadines) have ratified all eight core ILO labour conventions, except for St. Lucia which has not ratified Convention No. 138. In view of a number of restrictions on trade union rights and the existence of discrimination, measures are needed to comply with the commitments the OECS members accepted at Singapore, Geneva and Doha in the WTO Ministerial Declarations over 1996-2001, and in the ILO Declaration on Fundamental Principles and Rights at Work.

All six countries have ratified the core ILO Convention on freedom of association and the core Convention on collective bargaining. In general the right to organise and collective bargaining are respected, although there are some legislative shortcomings. In particular, the right to strike is restricted in some countries, and the definition of essential services is too broad.

All six countries have ratified the core ILO Convention on Equal Remuneration as well as the Convention on Discrimination. In all countries discrimination is prohibited but in practice there is discrimination in employment and wages.

All six countries except St. Lucia have ratified the core ILO Convention on the Worst Forms of Child Labour and the Convention on Minimum Age, although there remain shortcomings in legislation in a number of the countries. Some child labour exists but it is not generally considered to be a major problem in these Caribbean states.

All six countries have ratified both Conventions on forced labour. Forced labour is prohibited by law in each country and is not reported to occur in practice.

INTERNATIONALLY RECOGNISED CORE LABOUR STANDARDS IN THE ORGANISATION OF EASTERN CARIBBEAN STATES (OECS)

Introduction

This report on the respect of internationally recognised core labour standards in the OECS countries (Antigua and Barbuda, Dominica, Grenada, St. Kitts and Nevis, St. Lucia, and St. Vincent and the Grenadines) is one of the series the ITUC is producing in accordance with the Ministerial Declaration adopted at the first Ministerial Conference of the World Trade Organisation (WTO) (Singapore, 9-13 December 1996) in which Ministers stated: "We renew our commitment to the observance of internationally recognised core labour standards." The fourth Ministerial Conference (Doha, 9-14 November 2001) reaffirmed this commitment. These standards were further upheld in the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work adopted by the 174 member countries of the ILO at the International Labour Conference in June 1998.

The ITUC affiliates in the OECS countries, together with unionisation rates, are listed in Annex I.

The most important source of income in OECS economies is tourism, followed by tropical products, such as banana production in Dominica and St. Lucia. Diversification away from sugar and bananas has led to some increases in other vegetables, root, nutmeg, cocoa and mace. Construction continues to be a sector of major activity as do some manufacturing activities, including beverage production.

In Antigua and Barbuda agriculture accounts for 3.9% of GNP, industry for 19.2% and services 76.8% (2002). Main industries are tourism, construction and light manufacturing (clothing, alcohol and household appliances). Main agricultural products are cotton, fruits, vegetables, bananas, coconuts, cucumbers, mangoes, sugarcane and livestock. Exports in 2002 accounted for U\$689 million. Main exports were petroleum products 48%, manufactures 23%, machinery and transport equipment 17%, and food and live animals 4%. Main export partners are Germany 49.5%, UK 29.7%, and France 3.5% (2004). Imports accounted for U\$692 million in 2002. Main imports are food and live animals, machinery and transport equipment, manufactures, chemicals and oil. Main import partners are the US 21.8%, Singapore 18.8%, China 10.7%, Poland 6.7%, Trinidad and Tobago 4.6%, and UK 4.4% (2004)

In Dominica agriculture accounts for 18% of GNP, industry for 24% and services for 58% (2002). Main industries are soap, coconut oil, tourism, copra, furniture, cement blocks and shoes. Main agriculture products are bananas, citrus, mangoes, root crops, coconuts, and cocoa. Exports were U\$39 million f.o.b. (2003), with main export products being bananas, soap, bay oil, vegetables, grapefruit and oranges. Main export partners are the UK 21.5%, Jamaica 20%, Antigua and Barbuda 8.3%, Guyana 7%, Japan 5.3%, US 4.6%, Trinidad and Tobago 4.5% and Poland 4% (2004). Imports accounted for U\$98.2 million (2003). Main imports are

manufactured goods, machinery and equipment, food and chemicals. Main import partners are China 20.1%, US 18.7%, Trinidad and Tobago 10.2%, UK 7.2%, South Korea 5.3% and Japan 4.5% (2004).

In Grenada agriculture accounts for 7.7% of GNP, industry for 23.9% and services for 68.4% (2000). Main industries are food and beverages, textiles, light assembly operations, tourism and construction. Main agriculture products are bananas, cocoa, nutmeg, mace, citrus, avocados, root crops, sugarcane, corn and vegetables. Exports accounted for US\$46 million (2002). Main exports are bananas, cocoa, nutmeg, fruit and vegetables, clothing and mace. Main export partners are Saint Lucia 11.8%, US 11.6%, Netherlands 8.1%, Antigua and Barbuda 8%, Germany 7.7%, Saint Kitts and Nevis 7.2%, Dominica 7.2% and France 4.5% (2004). Imports accounted for US\$208 million (2002). Main imports are food, manufactured goods, machinery, chemicals and fuel. Main import partners are the US 27.7%, Trinidad and Tobago 25.4% and the UK 5.2% (2004).

In St Kitts and Nevis agriculture accounts for 3.5% of GNP, industry for 25.8% and services for 70.7% (2001). Main industries are tourism, cotton, salt, copra, clothing, footwear and beverages. Main agriculture products are rice, yams, vegetables, bananas and fish. Exports accounted for US\$70 million (2002). Main exports are machinery, food, electronics, beverages and tobacco. Main export partners are the US 58%, Canada 9%, Portugal 8.3%, and the UK 6.9% (2004). Imports accounted for US\$195 million (2002). Main imports are machinery, manufactures, food and fuels. Main import partners are the US 33.1%, Italy 19.4%, Trinidad and Tobago 10.5%, UK 9.8% and Denmark 6% (2004).

In St Lucia agriculture accounts for 7% of GNP, industry for 20% and services for 73% (2002). Main industries are clothing, assembly of electronic components, beverages, corrugated cardboard boxes, tourism, lime processing and coconut processing. Main agriculture products are bananas, coconuts, vegetables, citrus, root crops and cocoa. Main exports are bananas 41%, clothing, cocoa, vegetables, fruits and coconut oil. Main export partners are the UK 41.4%, US 16.5%, Brazil 11.6%, Barbados 5.8%, Antigua and Barbuda 4.6% and Dominica 4.5% (2004). Imports accounted for US\$ 267 million (2002). Main imports were food 23%, manufactured goods 21%, machinery and transportation equipment 19%, chemicals and fuels. Main import partners are the US 27.8%, Trinidad and Tobago 20.4%, UK 8%, Venezuela 7.6% and Finland 7% (2004).

In St Vincent and the Grenadines agriculture accounts for 10% of GNP, industry for 26% and services for 64% (2001). Main industries are food processing, cement, furniture, clothing and starch. Main agriculture products are bananas, coconuts, sweet potatoes, spices, small numbers of cattle, sheep, pigs, goats and fish. Exports accounted for US\$38 million (2002). Main exports are bananas 39%, eddoes and dasheen (taro), arrowroot starch and tennis racquets. Main export partners are the UK 33.5%, Barbados 13.1%, Saint Lucia 11.5%, Trinidad and Tobago 9.9%, Antigua and Barbuda 8.3%, US 5.3%, Grenada 5.3% and Dominica 4.1% (2004). Imports accounted for US\$ 174 million (2002). Main imports are foodstuffs, machinery and equipment, chemicals and fertilizers, minerals and fuels. Main import partners are the US 37.5%, Trinidad and Tobago 21.3% and the UK 10.5% (2004).

The OECS countries are in the process of moving to an economic union. The economic union is to create a single OECS economic space which will provide for free movement of people, goods, services and capital. It is to build on current integration through a single currency and monetary authority, a single judicial system, a joint civil aviation authority, and functional cooperation arrangements in education, health, economic affairs, the environment, trade negotiations, procurement of pharmaceuticals, sports and culture.

The six countries are members of CARICOM (Caribbean Community and Common Market), which provides for a common market. As part of CARICOM the six countries also have preferential agreements with Venezuela, Colombia, Costa Rica, Cuba and the Dominican Republic. The US provides preferential access under the Caribbean Basin agreement, and preferences are received from Canada under the CARIBCAN. The six countries are currently part of the Caribbean group that is negotiating an economic partnership agreement (EPA) with the European Union. They are further negotiating a free trade agreement with Mercosur.

I. Freedom of Association and the Right to Collective Bargaining

All six OECS countries have ratified ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organise and Convention No. 98 on the Right to Organise and Collective Bargaining. The table below gives the ratification dates.

Country	No. 87	No. 98
Antigua and Barbuda	1983	1983
Dominica	1983	1983
Grenada	1994	1979
St. Kitts and Nevis	2000	2000
St. Lucia	1980	1980
St. Vincent and the Grenadines	2001	1998

Antigua and Barbuda

The right to organise, the right to collective bargaining and the right to strike are recognised in Antigua and Barbuda. Anti-union discrimination is prohibited.

The ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) has however identified shortcomings with regard to Convention No. 87. Antigua and Barbuda were asked “to amend sections 19, 20, 21 and 22 of the Industrial Court Act, 1976, which permit the referral of a dispute to the court by the Minister or at the

request of one party with the consequent effect of prohibiting any strike action, under penalty of imprisonment, and which permit injunctions against a legal strike when the national interest is threatened or affected, as well as the overly broad list of essential services in the Labour Code”.

Some services that are classified as essential services according to the above definition, such as the Government printing office and the port authority, cannot be considered essential services in the strict sense of the term as defined by the ILO to mean, “services the interruption of which would endanger the life, personal safety or health of the whole or part the population.”

Labour legislation applies in the country’s free trade zones.

Dominica

Workers have the right to organise and collective bargaining and anti union discrimination is prohibited.

However, the right to strike is restricted by the Act on industrial relations which makes it possible to stop a strike through compulsory arbitration in essential services. It includes in that definition sectors such as the banana, citrus and coconut industries as well as the port authority. These cannot be considered essential services under the aforementioned ILO definition.

There are no export processing zones in Dominica.

Grenada

Workers have the right to organise, collective bargaining and the right to strike. Anti union discrimination is prohibited.

However, some aspects of legislation are not in line with ILO Conventions. The Minister of Labour is granted the power to refer disputes in “essential services” to compulsory arbitration; however, the government has not established a list of essential services. Therefore commercially important services such as seaport, dock and sanitation can be defined as essential services, although these cannot be considered essential services in the strict sense of the term.

There are no export processing zones in Grenada.

St. Kitts and Nevis

Workers have the right to organise. However, there is no legal protection of the right to collective bargaining and no explicit recognition of the right to strike.

There are no export processing zones.

St. Lucia

Workers have the right to organise; however workers in “protective services” are excluded from this right. This includes fire service personnel and prison staff, which is beyond the exclusions in the ILO conventions for the police and armed forces.

The minimum number of workers (30) required to establish a trade union is too high to conform to ILO standards on freedom of association.

Workers have the right to collective bargaining and the right to strike, except for members of the police and fire departments. Workers in other essential services such as water and sewer authority workers, electric authority workers, nurses and doctors must give 30 days’ notice before a strike.

Labour legislation applies in export processing zones but employers are strongly hostile to trade union organising. However, the National Workers Union (NWU) has undertaken collective representation in the EPZ since the 1980s. Currently, they are the bargaining agent for the Cariman, a subsidiary of the US firm RCD Components Inc., although negotiating significant anti-union antagonism from the employer.

St. Vincent and the Grenadines

Workers have the right to organise but employers are not required to recognise trade unions and this right is not sufficiently protected in practice.

Workers have the right to collective bargaining but due to the fact that employers are not required to recognise unions, this right is not respected in practice.

Workers have the right to strike but there are legal restrictions. The Essential Services Act prohibits providers of “essential services” from striking. These include workers in electricity, water, hospital and police. As noted above, this is not in conformity with ILO core standards.

Some legislative shortcomings are noted in the CEACR reports, such as the need for protection against anti-union discrimination and the need for encouragement of collective bargaining. It has been argued that these shortcomings could be addressed by a new Labour Relations Bill that has been submitted. The new Bill is also supposed to eliminate the discretionary authority of the registrar in respect of the registration of trade unions and to limit the powers of the registrar to conduct investigations into the accounts of trade unions.

There are no export processing zones.

Conclusions

Trade union rights are generally respected, in particular the right to organise and the right to collective bargaining, but there are a number of legal shortcomings. Several restrictions exist with regard to the right to strike. In most OECS countries the definition of essential services is too broad and deprives many workers of their rights.

II. Discrimination and Equal Remuneration

All six countries have ratified Convention No. 100 on Equal Remuneration and Convention No. 111 on Discrimination (Employment and Occupation).

Country	No. 100	No. 111
Antigua and Barbuda	2003	1983
Dominica	1983	1983
Grenada	1994	2003
St. Kitts and Nevis	2000	2000
St. Lucia	1983	1983
St. Vincent and the Grenadines	2001	2001

Antigua and Barbuda

Although discrimination in employment and occupation is prohibited, in practice there are differences of treatment and opportunities for women in the labour market. Discrimination on the basis of national extraction and social origin is not explicitly banned in the Labour Code and the Constitution. It is also unclear if and how certain categories of workers are excluded from discrimination provisions. These include established employees of the Government, persons in the naval military or air force, the police force and persons holding diplomatic status.

The female participation rate is low, and most women are employed as domestic workers, agriculture workers or in tourism. However, women are well represented in the public services sector.

There is a lack of employment statistics on gender that are disaggregated by sector and occupation.

Besides legal provisions there is a lack of affirmative measures to eliminate inequalities in all sectors of activities and occupations, at all levels of responsibility.

There is no specific prohibition of discrimination against persons with disabilities.

Dominica

Discrimination is prohibited. Section 24 of the Labour Standards Act of 1977 prohibits differences in wages between men and women employed in the same business who are

performing, under the same working conditions, the same or similar work or jobs requiring similar skill, effort and responsibility.

Most women work as shopkeepers, nurses or in education or agriculture, but the unemployment level among women is very high, at around 50%.

There is no specific prohibition of discrimination against persons with disabilities.

There is reported to be some discrimination against the indigenous Kalinago population.

Grenada

Art. 13 of the Constitution and section 26 of the Employment Act prohibit discrimination. It is unclear however if the Act prohibits both direct and indirect discrimination.

The 2006 CEACR report notes that the minimum wage for agricultural workers is discriminatory, with a minimum wage for male workers of \$5 per hour and for female workers of \$4.75 per hour. This is in direct contravention of the Convention.

Furthermore there are no regulations governing the remuneration of public sector workers.

There is a lack of statistical information on wages and occupations, but from what is available, it would appear that women earn on average less than men.

There is no explicit prohibition of discrimination against persons with disabilities.

St. Kitts and Nevis

Discrimination is prohibited but does occur. An Equal Opportunity and Treatment in Employment Bill has been submitted to the National Assembly, which appears to prohibit direct and indirect discrimination.

There is a lack of statistical information in relation to the application of the Convention.

There is no specific legislation that prohibits discrimination against persons with disabilities.

St. Lucia

Discrimination is prohibited under the Equality of Opportunity and Treatment in Employment and Occupation Act, 2000 which prohibits both direct and indirect forms of discrimination on all grounds covered by the Convention. Some sections however could be interpreted in a way that exempts certain occupations from the Act.

There is no specific legislation that protects the rights of disabled persons.

St. Vincent and the Grenadines

The Constitution prohibits discrimination based on sex, race, place of origin, political opinions, colour or creed. However, there is no specific reference to national extraction or social origin. There is no national policy to promote equal opportunities in employment and occupation.

The Equal Pay Act provides for “equal pay for equal work”, which is not in line with the Convention. The Convention requires “equal remuneration for men and women workers for work of equal value”.

The law prohibits discrimination of disabled persons in employment.

Conclusions

In general discrimination is prohibited and equal remuneration legislation is in place. There are some legal shortcomings however. In practice discrimination does occur and on average women earn less than men. There is a lack of statistical information on wage gaps, occupational distribution and policies to improve the position of women.

III. Child Labour

All six countries except for St. Lucia have ratified Convention No. 138, the Minimum Age Convention. All six countries have ratified Convention No. 182, the Worst Forms of Child Labour Convention.

Country	No. 138	No. 182
Antigua and Barbuda	1983	2002
Dominica	1983	2001
Grenada	2003	2003
St. Kitts and Nevis	2005	2000
St. Lucia	-	2000
St. Vincent and the Grenadines	2006	2001

Antigua and Barbuda

The minimum age for employment, as specified when the Convention No. 138 was ratified, is 16 years. However, the Labour Code in restricting child labour refers to the age of 14: “no child shall be employed or shall work in a public or private agricultural or industrial undertaking or in any branch thereof, or on any ship...while a child means a person under the age of 14 years.”

Education is free and compulsory until the age of 16 years.

A further shortcoming is that there is currently no list, based on consultations with employers’ and workers’ organizations, of hazardous activities and occupations to be prohibited to persons below the age of 18.

A number of exclusions from the minimum age of 14 are mentioned in the Labour Code. These cover the work of children in any undertaking or ship on which only members of the same family are employed and a child who is working together with adult members of his or her family on the same work and at the same time and place.

Dominica

When Dominica ratified the Convention on Minimum Age it specified 15 years as the minimum age for employment. However, Section 3 of the Employment of Children Prohibition Ordinance specifies the minimum age of admission to employment at 12 years, whereas section 4 of the Employment of Women, Young Persons and Children Ordinance states a minimum age of 14 years. Neither of these Ordinances is in line with the Convention. Furthermore, the minimum age provisions only apply to persons employed under an employment relationship or under a contract of employment, which is not in line with the Convention.

The Government of Dominica still needs to determine the types of employment or work to which higher minimum ages apply, i.e. those that are likely to jeopardise the health, safety or morals of young people.

There are also exceptions to the minimum age requirement for children under the age of 12 years that are employed in domestic work or agricultural work of a light nature at home by the parents or guardian of such children, as well as for the employment of children under the age of 14 in an undertaking or on a ship where only members of the same family are employed.

Education is compulsory and free up to the age of 16.

Grenada

The minimum age for employment in Grenada is 16 years, except for holiday job employment. However, no minimum age, hours and conditions of work are fixed in the Employment Act. No list of types of hazardous work to be prohibited to persons below 18 years has been established by the government so far.

The compulsory school age is from 6 to 16 years.

Child labour reportedly occurs in agriculture on family farms.

St. Kitts and Nevis

The minimum age for employment is 16 years.

Education is free and compulsory for all children from 5 to 16 years old. However there is a concern about drop-outs in higher grades.

With regard to the worst forms of child labour, there is no specific legislation prohibiting the use, procuring or offering of a child for illicit activities or prostitution. Furthermore, the legislation on hazardous work is not in line with the Convention, as it allows for children between 16 and 18 to be employed in work which is likely to harm the health, safety or morals, as opposed to the age limit of 18 years in the Convention. The types of hazardous employment have not been identified by the Government.

Although there is a lack of information on the situation of child labour, it is clear that child labour occurs in agriculture and domestic work.

St. Lucia

The minimum age for employment is 16 years. The minimum age for industrial work is 18 years.

Education is free and compulsory from 5 till 15 years.

Some child labour exists in rural areas, especially in banana harvesting. Children also work in food stalls and vending.

St. Vincent and the Grenadines

The minimum age for employment is 14. The Employment of Women, Young Persons and Children Act provides that no child (under 14) shall be employed in any industrial undertaking or on any ship. Young people between 14 and 18 are only prohibited to work in night time employment in industry. There is no general provision on the prohibition of hazardous work for children under 18. In practice therefore the age limit for hazardous employment is 14 and not in line with the Convention, which states 18 years as a minimum.

There is free basic but not compulsory education for all children up to the age of 16. Most children complete primary school, but many do not continue with secondary education.

No specific measures have been taken to prohibit or eliminate the worst forms of child labour and the general feeling is that child labour does not exist. However, a growing number of children is involved in prostitution, especially among street children. No clear information is available on the measures that have been taken or are envisaged to be taken to prohibit the use,

procuring or offering of children under 18 years for prostitution, as well as sanctions to be applied.

Child labour occurs on banana plantations, particularly during harvest time and in family owned cottage industries.

Conclusions

The minimum age for employment is 16 years for most countries, although there are legislative shortcomings. Education is free and compulsory up to the age of 16 in most countries as well. Child labour does occur but is not widespread, and mainly in agriculture on family farms and banana plantations. Most countries have not identified types of hazardous labour.

IV. Forced Labour

All six countries have ratified Convention No. 29, the Forced Labour Convention and Convention No. 105, the Abolition of Forced Labour Convention.

Country	No. 87	No. 98
Antigua and Barbuda	1983	1983
Dominica	1983	1983
Grenada	1979	1979
St. Kitts and Nevis	2000	2000
St. Lucia	1980	1980
St. Vincent and the Grenadines	1998	1998

Antigua and Barbuda

Forced labour is prohibited in Antigua and Barbuda and is not reported to occur. There are no reports of trafficking of women, except that women from the Dominican Republic, Barbados, Guyana and Jamaica are brought into Antigua and Barbuda as entertainers or dancers and work as prostitutes.

Dominica

Forced labour is prohibited and is not reported to occur. Trafficking of people is prohibited and there are no reports of trafficking.

However, national legislation is not in line with Convention No. 29, as it provides a requirement for persons aged between 18 and 21 years to perform national service failing which they are punishable with a fine and imprisonment. The CEACR has requested the government to repeal this Act. The Prison Ordinance contains a section that allows for work by prisoners for the private benefit of any person if authorised by the Superintendent of Prisons. This is not in line with the ILO Conventions.

Grenada

Forced labour is prohibited and is not reported to occur. Trafficking is not prohibited but is not reported to occur.

St. Kitts and Nevis

Forced labour is prohibited and is not reported to occur. There is no specific legislation prohibiting trafficking, however, trafficking is not reported to occur.

St. Lucia

Forced labour is prohibited and is not reported to occur. Trafficking is not prohibited and is reported, linked to the growing sex tourism industry.

St. Vincent and the Grenadines

Forced labour is prohibited and is not reported to occur. There is no specific legislation prohibiting trafficking of people, but trafficking is not reported to occur.

Section 36 of the Prisons Ordinance provides for compulsory labour for seaman, as specified in the Merchant Shipping Act, with regard to imprisonment as a means of labour discipline. Such provisions that can lead to imprisonment with compulsory labour go beyond what is allowed for in the Convention.

Conclusions

Forced labour is prohibited in all countries and is not reported to occur. Although trafficking is not prohibited in all OECS countries, it is not generally reported to occur.

Final Conclusions and Recommendations

1. The government of St Lucia should ratify and implement Convention No. 138 on the minimum age for employment.
2. The excessive classification of non-essential sectors as essential services in most OECS countries imposes restrictions on the right to strike that must be repealed.
3. The remaining restrictions on the right to organise and collective bargaining have to be removed and these rights need to be implemented in practice, in particular in St. Vincent and the Grenadines. In St. Lucia, the established minimum number of workers that is required to form a trade union needs to be reduced to a level that complies with ILO standards.
4. Trade union rights need to be enforced in Export Processing Zones throughout the region.
5. All the OECS states must take steps to ensure that women receive equal pay for work of equal value and to eliminate wage and economic opportunity disparity between men and women.
6. All OECS countries have to provide more statistical information on discrimination in employment and wages, as well as on the policies that are implemented to address these inequalities.
7. Legislative shortcomings with regard to child labour must be remedied in line with the ILO conventions concerned. Measures are needed in particular to eliminate child labour in agriculture on family farms and on banana plantations.
8. In line with the commitments accepted by the OECS countries at the Singapore and Doha WTO Ministerial Conferences and their obligations as a member of the ILO, the Governments of the OECS countries should therefore provide regular reports to the WTO and the ILO on their legislative changes and implementation of all the core labour standards.
9. The WTO should draw to the attention of the authorities of the OECS countries the commitments they undertook to observe core labour standards at the Singapore and Doha Ministerial Conferences. The WTO should request the ILO to intensify its work with the governments of the OECS countries in these areas and provide a report to the WTO General Council on the occasion of the next trade policy review.

ANNEX I: ITUC AFFILIATES IN THE OECS STATES

Country	ITUC affiliates	National unionization rate
Antigua and Barbuda	-Antigua and Barbuda Public Service Association (ABPSA) -Antigua and Barbuda Workers Union (ABWU)	Around 60%
Dominica	-Dominica Amalgamated Workers Union (DAWU) -Dominica Trade Union (DTU) -Waterfront and Allied Workers' Union (WAWU)	Around 33%
Grenada	Grenada Trades' Union Council (GTUC)	Around 52%
St. Kitts and Nevis	-	Around 10%
St. Lucia	-National Workers' Union (NWU) - St. Lucia Seamen, Waterfront & general Workers' Trade Union (SWGWTU)	Around 25%
St. Vincent and the Grenadines	Commercial, Technical and Allied Workers' Union (CTAWU)	Around 11%

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