
*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. Based on this approach, **Micronesia, Fed. Sts. scores 61.3 out of 100.** The overall score for Micronesia, Fed. Sts. is lower than the regional average observed across East Asia & Pacific (71.3).


<table>
<thead>
<tr>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2020 Index Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>25</td>
<td>75</td>
<td>80</td>
<td>0</td>
<td>75</td>
<td>60</td>
<td>75</td>
<td>61.3</td>
</tr>
</tbody>
</table>

**Relative Strengths**

When it comes to constraints on freedom of movement, Micronesia, Fed. Sts. gets a perfect score.

**Areas for Improvement**

However, when it comes to laws affecting women’s decisions to work, laws affecting women’s pay, constraints related to marriage, laws affecting women’s work after having children, constraints on women’s starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women’s pension, Micronesia, Fed. Sts. could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Micronesia, Fed. Sts. is on the indicator related to laws affecting women’s work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Micronesia, Fed. Sts. 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, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

**Recent Reforms (2018-2019)**

No reforms impacting the WBL2020 indicators have been observed during the past two years.
### Micronesia, Fed. Sts. - Data Summary

<table>
<thead>
<tr>
<th>INDICATOR</th>
<th>QUESTION</th>
<th>ANSWER</th>
<th>LEGAL BASIS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobility</td>
<td>Can a woman choose where to live in the same way as a man?</td>
<td>Yes</td>
<td>Domestic Relations Law of 1970, § 1616</td>
</tr>
<tr>
<td></td>
<td>Can a woman travel outside her home in the same way as a man?</td>
<td>Yes</td>
<td>Domestic Relations Law of 1970, § 1616</td>
</tr>
<tr>
<td></td>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Code of the Federated States of Micronesia 2014, Title 50, Chapter 2; Passport application form</td>
</tr>
<tr>
<td></td>
<td>Can a woman travel outside the country in the same way as a man?</td>
<td>Yes</td>
<td>Domestic Relations Law of 1970, § 1616</td>
</tr>
<tr>
<td>Workplace</td>
<td>Can a woman get a job in the same way as a man?</td>
<td>Yes</td>
<td>Domestic Relations Law of 1970, § 1616; Pohnpei Wage and Hour Law of 1991, § 3-103(4) and § 3-106</td>
</tr>
<tr>
<td></td>
<td>Does the law prohibit discrimination in employment based on gender?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Is there legislation on sexual harassment in employment?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Are there criminal penalties or civil remedies for sexual harassment in employment?</td>
<td>No</td>
<td>Criminal: No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Does the law mandate equal remuneration for work of equal value?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Pay</td>
<td>Can women work the same night hours as men?</td>
<td>Yes</td>
<td>(See website for details by job)</td>
</tr>
<tr>
<td></td>
<td>Can women work in jobs dangerous in the same way as men?</td>
<td>Yes</td>
<td>(See website for details by job)</td>
</tr>
<tr>
<td></td>
<td>Are women able to work in the same industries as men?</td>
<td>Yes</td>
<td>(See website for details by industry)</td>
</tr>
<tr>
<td>Marriage</td>
<td>Is there no legal provision that requires a married woman to obey her husband?</td>
<td>Yes</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Can a woman be head of household in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td></td>
<td>Is there legislation specifically addressing domestic violence?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Can a woman obtain a judgment of divorce in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td></td>
<td>Does a woman have the same rights to remarry as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Parenthood</td>
<td>Is there paid leave of at least 14 weeks available to mothers?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Does the government pay 100% of maternity leave benefits?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Is there paid paternity leave?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Is there paid parental leave?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Is dismissal of pregnant workers prohibited?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Entrepreneur-ship</td>
<td>Does the law prohibit discrimination in access to credit based on gender?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td></td>
<td>Can a woman sign a contract in the same way as a man?</td>
<td>Yes</td>
<td>Domestic Relations Law of 1970, § 1616</td>
</tr>
<tr>
<td></td>
<td>Can a woman register a business in the same way as a man?</td>
<td>Yes</td>
<td>Domestic Relations Law of 1970, § 1616</td>
</tr>
<tr>
<td></td>
<td>Can a woman open a bank account in the same way as man?</td>
<td>Yes</td>
<td>Domestic Relations Law of 1970, § 1616</td>
</tr>
<tr>
<td>Assets</td>
<td>Do men and women have equal ownership rights to immovable property?</td>
<td>No</td>
<td>Customary Law</td>
</tr>
<tr>
<td></td>
<td>Do sons and daughters have equal rights to inherit assets from their parents?</td>
<td>Yes</td>
<td>Pohnpei State Intestate Succession Act of 1977, Title 49, Sec. 103</td>
</tr>
<tr>
<td></td>
<td>Do female and male surviving spouses have equal rights to inherit assets?</td>
<td>Yes</td>
<td>Pohnpei State Intestate Succession Act of 1977, Title 49, Sec. 105</td>
</tr>
<tr>
<td></td>
<td>Does the law grant spouses equal administrative authority over assets during marriage?</td>
<td>Yes</td>
<td>Customary Law</td>
</tr>
<tr>
<td></td>
<td>Does the law provide for the valuation of nonmonetary contributions?</td>
<td>No</td>
<td>Customary Law</td>
</tr>
<tr>
<td>Pension</td>
<td>Are the ages at which men and women can retire with full pension benefits equal?</td>
<td>Yes</td>
<td>Women: Social Security and Prior-Service Benefits, Secs. 81 and 84</td>
</tr>
<tr>
<td></td>
<td>Are the ages at which men and women can retire with partial pension benefits equal?</td>
<td>Yes</td>
<td>Women: Social Security and Prior-Service Benefits, Secs. 81 and 84</td>
</tr>
<tr>
<td>Question</td>
<td>Men: Social Security and Prior-Service Benefits Act, Secs. 81 and 84</td>
<td>Women: No applicable provisions could be located</td>
<td>Men: No applicable provisions could be located</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------</td>
<td>--------------------------------------------------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>Are the mandatory retirement ages for men and women equal?</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Are periods of absence due to child care accounted for in pension benefits?</td>
<td>No</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>