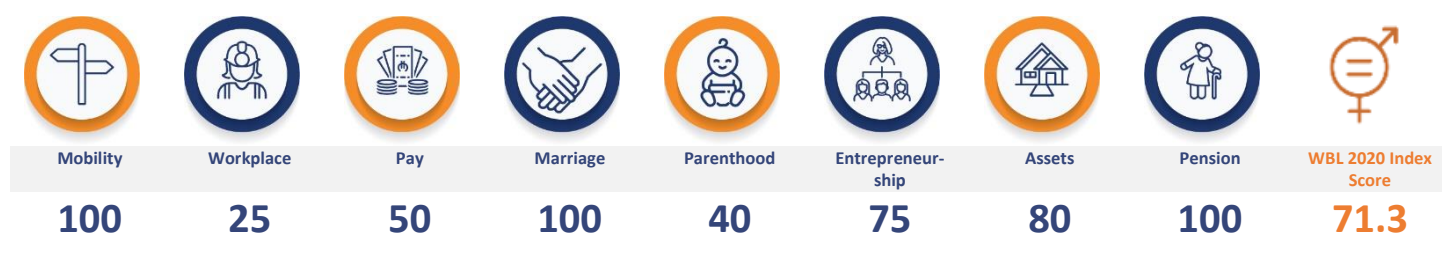


St. Kitts and Nevis

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. Data refer to the laws and regulations that are applicable to the main business city (Basseterre). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **St. Kitts and Nevis scores 71.3 out of 100**. The overall score for St. Kitts and Nevis is lower than the regional average observed across Latin America & Caribbean (79.2).

St. Kitts and Nevis - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, and laws affecting the size of a women's pension, St. Kitts and Nevis gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, constraints on women's starting and running a business, and gender differences in property and inheritance, St. Kitts and Nevis could consider reforms to improve legal equality for women.

For example, one of the lowest scores for St. Kitts and Nevis is on the indicator related to laws affecting women's decisions to work (the WBL2020 Workplace Indicator). To improve on the Workplace Indicator, St. Kitts and Nevis may wish to consider prohibiting discrimination in employment based on gender, enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



| | QUESTION | ANSWER | LEGAL BASIS |
|------------|--|--------|--|
| Mobility | Can a woman choose where to live in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman apply for a passport in the same way as a man? | Yes | Passport and Travel Documents Act, Sec. 9, Art. 5; Passport application form |
| Workplace | Can a woman travel outside the country in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman get a job in the same way as a man? | Yes | No restrictions could be located |
| | Does the law prohibit discrimination in employment based on gender? | No | No applicable provisions could be located |
| | Is there legislation on sexual harassment in employment? | No | No applicable provisions could be located |
| Pay | 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 |
| | Does the law mandate equal remuneration for work of equal value? | No | No applicable provisions could be located |
| | Can women work the same night hours as men? | Yes | No restrictions could be located |
| | Can women work in jobs dangerous in the same way as men? | Yes | Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located |
| | Are women able to work in the same industries as men? | No | Mining: Employment of Women, Young Persons and Children Act, Art. 14 Construction: Employment of Women, Young Persons and Children Act, Art. 14 Factories: Employment of Women, Young Persons and Children Act, Art. 14 Agriculture: No restrictions could be located Energy: Employment of Women, Young Persons and Children Act, Art. 14 Water: Employment of Women, Young Persons and Children Act, Art. 14 Transportation: No restrictions could be located Other: No restrictions could be located |
| Marriage | Is there no legal provision that requires 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 | No restrictions could be located |
| | Is there legislation specifically addressing domestic violence? | Yes | Domestic Violence Act, 2000 |
| | Can a woman obtain a judgment of divorce in the same way as a man? | Yes | No restrictions could be located |
| 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 | Protection of Employment Act, Sec. 35(1) |
| | Does the government pay 100% of maternity leave benefits? | Yes | Protection of Employment Act, Sec. 35(3) |
| | Is there paid paternity leave? | No | No applicable provisions could be located |
| | Is there paid parental leave? | No | No applicable provisions could be located |
| Entrepren. | Is dismissal of pregnant workers prohibited? | Yes | Protection of Employment Act, Sec. 39 |
| | 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 | No restrictions could be located |
| | Can a woman register a business in the same way as a man? | Yes | No restrictions could be located |
| Assets | Can a woman open a bank account in the same way as a man? | Yes | No restrictions could be located |
| | Do men and women have equal ownership rights to immovable property? | Yes | Married Women's Property Act of 1887, Arts. 3, 4, 7 and 11 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Intestates Estates Act of 1976, Chapter 12.06, Art. 5 |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Intestates Estates Act of 1976, Chapter 12.06, Art. 4 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Married Womens Property Act, Arts. 3, 4, 7 and 11 |
| Pension | Does the law provide for the valuation of nonmonetary contributions? | No | Married Womens Property Act 1887, Arts. 3, 4, 7, 11 and 14 |
| | Are the ages at which men and women can retire with full pension benefits equal? | Yes | Women: Social Security (Benefits) Regulations, Sec. 28(1) Men: Social Security (Benefits) Regulations, Sec. 28(1) |
| | Are the ages at which men and women can retire with partial pension benefits equal? | Yes | Women: No applicable provisions could be located Men: No applicable provisions could be located |
| | Are the mandatory retirement ages for men and women equal? | Yes | Women: No applicable provisions could be located Men: No applicable provisions could be located |
| | Are periods of absence due to child care accounted for in pension benefits? | Yes | Social Security (Benefits) Regulations, Sec. 59 |