

St. Kitts and Nevis

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 and the Caribbean (80.4). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

St. Kitts and Nevis - Scores for *Women, Business and the Law 2022*



Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, and laws affecting the size of a woman'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 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 measuring laws affecting women's decisions to work (the WBL2022 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

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for St. Kitts and Nevis are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/st-kitts-and-nevis/2022>



	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
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	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
	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
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	No	Employment of Women, Young Persons and Children Act, Sec. 14
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
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Divorce Act 2006, Arts. 3, 7, 13, and 14
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Marriage Act 1918, Arts. 26-28
	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 paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	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 man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Married Women's Property Act, Arts. 3, 4, 7, and 11
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Intestates Estates Act, Art. 5
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Intestates Estates Act, Art. 4
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Married Women's Property Act, Arts. 3, 4, 7, and 11
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Social Security (Benefits) Regulations, Sec. 28(1). Men: Social Security (Benefits) Regulations, Sec. 28(1)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Security (Benefits) Regulations, Sec. 59