

# Antigua and Barbuda

WBL 2.0 legal frameworks score

**52.5**

WBL 2.0 supportive frameworks score

**35.0**











WBL 2.0 expert opinions score

**79.4**

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Antigua and Barbuda, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (St. John’s). The scores for Antigua and Barbuda are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	0.0	75.0	50.0	75.0	100.0	25.0	25.0	25.0	75.0	75.0
WBL 2.0 Supportive frameworks score	25.0	66.7	0.0	50.0	100.0	33.3	25.0	0.0	0.0	50.0
WBL 2.0 Expert opinions score	37.5	100.0	87.5	68.8	100.0	50.0	87.5	62.5	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Antigua and Barbuda (52.5 out of 100.0) is lower than the global average (64.2) and lower than the Latin America & Caribbean regional average (69.1). When it comes to constraints related to marriage, Antigua and Barbuda obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Antigua and Barbuda is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Antigua and Barbuda may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Antigua and Barbuda (35.0 out of 100.0) is lower than the global average (39.5) and lower than the Latin America & Caribbean regional average (38.6). When it comes to supportive frameworks

related to marriage, Antigua and Barbuda obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Antigua and Barbuda is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Antigua and Barbuda may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Antigua and Barbuda (79.4 out of 100.0) is higher than the global average (65.7) and higher than the Latin America & Caribbean regional average (61.8). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's property and inheritance and expert opinions on women's pensions, Antigua and Barbuda obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Antigua and Barbuda is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Immigration and Passport Act, Sec. 36(1)
Can a woman choose where to live in the same way as a man?	No	Alberta v Cook (1926) AC 444; Le Mesurier v Le Mesurier 1895 App. Cas. 517
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Constitution, Arts. 112 and 114; Citizenship Act, Sec. 6
<b>Workplace</b>		
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?	Yes	Labor Code of Antigua and Barbuda, Sec. C4
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
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 an industrial job 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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Divorce Act, Sec. 7
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
<b>Parenthood</b>		

Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code of Antigua and Barbuda (Amendment) Act 2022, Sec. 3; Social Security (Benefits) (Maternity) (Amendment) Regulations, Secs. 3 and 10; Labor Code of Antigua and Barbuda (Amendment) Act, 1998, Sec. 11
Are leave benefits for mothers paid solely by the government?	No	Antigua and Barbuda Labor Code (Amendment) Act, 1998, Sec. 11; Social Security (Benefits) (Maternity) Regulations, Sec. 11; Labor Code of Antigua and Barbuda (Amendment) Act 2022, Sec. 3; Social Security (Benefits) (Maternity) (Amendment) Regulations, Sec. 3
Is there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	No	No applicable provisions could be located
Does the law establish any form of support to families for childcare services?	Yes	Social Protection Act 2020, Sec. 25 and Schedule 3
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Married Women's Property Act, Sec. 3(2)
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Married Women's Property Act, Sec. 3 and 4; Registered Land Act, Art. 23
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Intestates Estates Act, Sec. 4(c)(i) and (ii)
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Intestates Estates Act, Sec. 4(a)
Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Social Security (Benefits) (Age Pensions and Grants) (Amendment) Regulations of 2016, H Schedule
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located

Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Annual Budgetary Allocation for the Directorate of Gender Affairs
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Statistics Division, Ministry of Finance and Corporate Governance of Antigua and Barbuda: Employment by industry and sex, 2018 and 2015
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Family Proceedings Rules, 2022, Rules 1.1, 16.1, 18.5 and 20.12
Are there specialized family courts?	Yes	Family Division of the Eastern Caribbean Supreme Court, within the High Court of Antigua and Barbuda
Is legal aid available for family law disputes?	Yes	Legal Aid and Advice Centre, Ministry of Justice and Legal Affairs
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Maternity Benefit Claim Form from Antigua and Barbuda Social Security Board website
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Social Protection Act 2020, Secs. 54-57 and Schedule 1 and 3
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located



### Assets

Are there mechanisms or incentives to encourage women to register immovable property?	No	Insufficient evidence located
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located

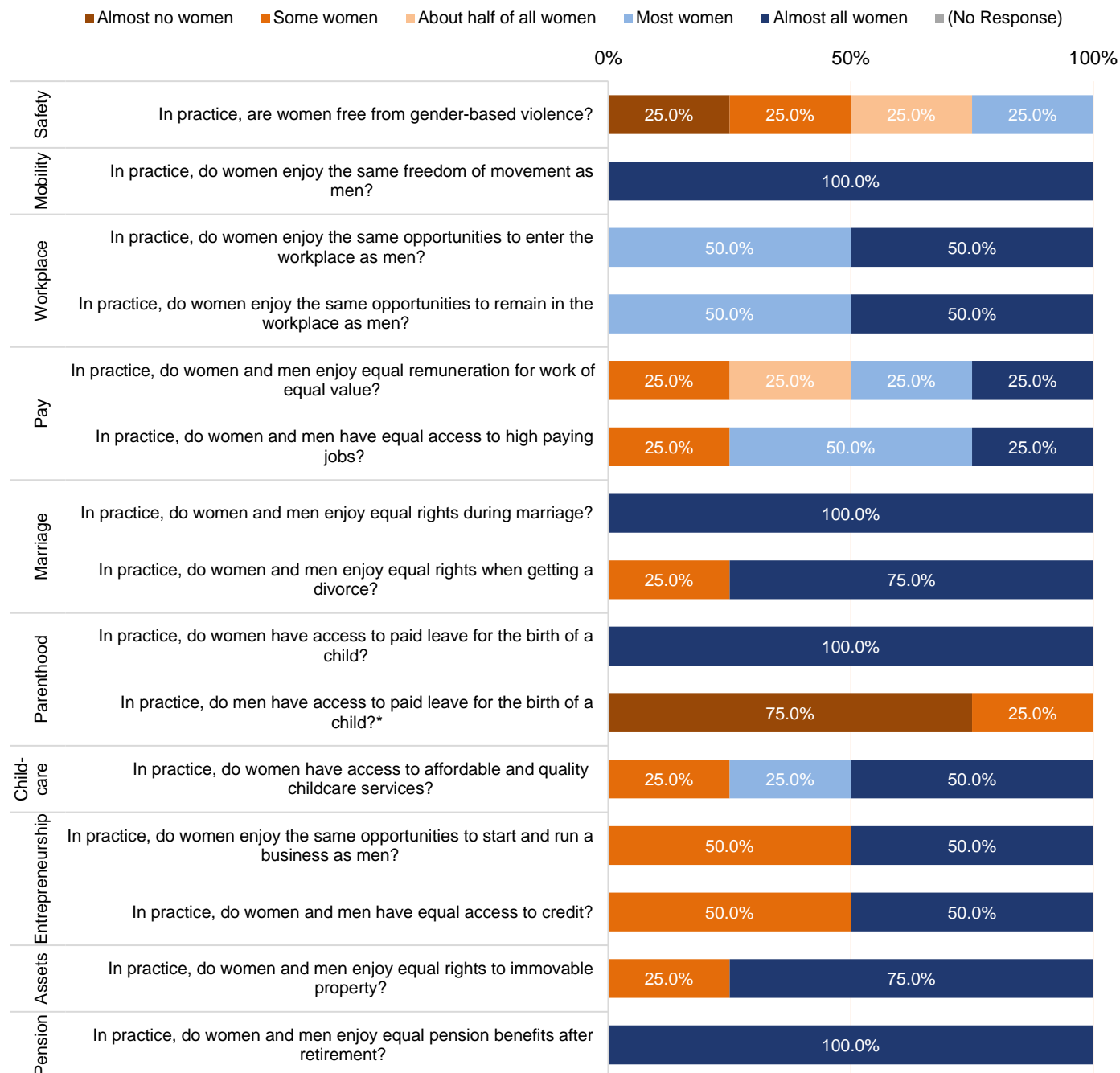
### Pension

Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Security Act, Arts. 35 and 36

---



## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.