











# Kiribati

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| <b>60.0</b>                    | <b>20.8</b>                         | <b>56.9</b>                   |

*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 Kiribati, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Tarawa). The scores for Kiribati are shown in the table below.

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

|                                     |  |  |  |  |  |  |  |  |  |  |
|-------------------------------------|---|---|---|---|---|---|---|---|---|---|
| WBL 2.0 Legal frameworks score      | 75.0  | 75.0  | 75.0  | 100.0   | 100.0   | 25.0  | 0.0   | 25.0  | 50.0  | 75.0  |
| WBL 2.0 Supportive frameworks score | 25.0  | 66.7  | 0.0   | 50.0  | 33.3  | 0.0   | 0.0   | 0.0   | 33.3  | 0.0   |
| WBL 2.0 Expert opinions score       | 37.5  | 75.0  | 81.3  | 81.3  | 43.8  | 43.8  | 12.5  | 56.3  | 50.0  | 87.5  |

In summary, the **WBL 2.0 legal frameworks score** for Kiribati (60.0 out of 100.0) is lower than the global average (64.2) and higher than the East Asia & Pacific regional average (57.8). When it comes to laws affecting women's pay and constraints related to marriage, Kiribati obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Kiribati is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Kiribati may wish to consider legally establishing provision of childcare services in center-based settings, introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Kiribati (20.8 out of 100.0) is lower than the global average (39.5) and lower than the East Asia & Pacific regional average (33.9). Kiribati does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Kiribati is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on

the Workplace indicator, Kiribati 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 Kiribati (56.9 out of 100.0) is lower than the global average (65.7) and lower than the East Asia & Pacific regional average (64.8). Kiribati does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Kiribati is on the indicator measuring expert opinions on childcare.

## WBL 2.0 legal frameworks data

| QUESTION  | ANSWER | LEGAL BASIS   |
|---|--------|---|
| <b>Safety</b>   |        |   |
| Does the law address child marriage?  | Yes    | Marriage Ordinance, Secs. 2, 5(as amended), 7, 12 and 28(c)   |
| Does the law address sexual harassment?   | Yes    | Employment and Industrial Relations Code, Art. 112 and 130; Cybercrime Act, Sec. 18   |
| Does the law address domestic violence?   | Yes    | Family Peace Act, Sec. 4(2)(a-d), Parts 2 and 6; Penal Code (Amendment) and the Criminal Procedure Code (Amendment) Act 2017, Sec. 3(127-129) |
| Does the law address femicide?  | No     | No applicable provisions could be located   |
| <b>Mobility</b>   |        |   |
| Can a woman choose where to live in the same way as a man?  | Yes    | No restrictions could be located  |
| Can a woman travel internationally in the same way as a man?  | Yes    | Passports Act, Art. 4   |
| Can a woman travel outside her home in the same way as a man?   | Yes    | No restrictions could be located  |
| Do a woman and a man have equal rights to confer citizenship on their spouses and their children?                 | No     | Constitution of Kiribati, Arts. 22 and 25(2)  |
| <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 explicitly prohibit discrimination in recruitment based on marital status, parental status, and age? | Yes    | Employment and Industrial Relations Code 2015, Art. 107   |
| Does the law prohibit discrimination in employment based on gender?   | Yes    | Employment and Industrial Relations Code 2015, Art. 107   |
| 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?  | Yes    | Employment and Industrial Relations Code 2015, Art. 114   |
| 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?   | Yes    | No restrictions could be located  |
| <b>Marriage</b>   |        |   |
| 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 be "head of household" or "head of family" in the same way as a man?                                  | Yes    | No restrictions could be located  |
| Can a woman obtain a judgment of divorce in the same way as a man?  | Yes    | No restrictions could be located  |
| 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?  | No     | Employment and Industrial Relations Code 2015, Art. 95  |
| Are leave benefits for mothers paid solely by the government?   | No     | Employment and Industrial Relations Code 2015, Art. 95  |

|  |     |  |
|--|-----|--|
| Is paid leave available to fathers?  | No  | No applicable provisions could be located                        |
| Is dismissal of pregnant workers prohibited?   | Yes | Employment and Industrial Relations Code 2015, Arts. 101 and 107 |
| <b>Childcare</b>   |     |  |
| Does the law establish the provision of center-based childcare services?   | No  | No applicable provisions could be located                        |
| Does the law establish any form of support for families for childcare services?                                  | No  | No applicable provisions could be located                        |
| Does the law establish any form of support for nonstate childcare providers?                                     | No  | No applicable provisions could be located                        |
| Does the law establish quality standards for the provision of center-based childcare services?                   | No  | No applicable provisions could be located                        |
| <b>Entrepreneurship</b>  |     |  |
| Can a woman undertake entrepreneurial activities in the same way as a man?                                       | Yes | Companies Act 2021, Sec. 7                                       |
| 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 for 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 a woman and a man have equal administrative power and ownership rights to immovable property, including land? | No  | Laws of Kiribati Act 1989, Sec. 5, Schedule 1 Sec. 4h and 5      |
| Do sons and daughters have equal rights to inherit assets?   | Yes | Intestates' Estates Act 1952, Sec. 1(2)                          |
| Do male and female surviving spouses have equal rights to inherit assets?  | Yes | Intestates' Estates Act 1952, Sec. 1(2)                          |
| 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 a woman and a man can retire with full pension benefits the same?                          | Yes | Provident Fund (Amendment) Act 2005                              |
| Are the ages at which a woman and a man can retire with partial pension benefits the same?                       | Yes | Provident Fund (Amendment) Act 2008                              |
| Is the mandatory retirement age for a woman and a man the same?  | 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 special procedures in place for cases of sexual harassment?   | No     | Insufficient evidence located                    |
| Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women? | Yes    | Ministry of Women Youth Sport and Social Affairs |
| Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?                     | No     | Insufficient evidence located                    |
| <b>Mobility</b>   |        |  |
| Are passport application processes the same for a woman and a man?  | Yes    | Passport application form                        |

|  |     |  |
|--|-----|--|
| Are the application processes for official identity documents the same for a woman and a man?  | Yes | ID application procedures  |
| Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?   | No  | Insufficient evidence located  |
| <b>Workplace</b>   |     |  |
| Does a specialized body receive complaints about gender discrimination in employment?  | No  | Insufficient evidence located  |
| Has the government published guidelines on nondiscrimination based on gender in recruitment?   | No  | Insufficient evidence located  |
| Has the government published guidelines on flexible work arrangements?   | No  | Insufficient evidence located  |
| <b>Pay</b>   |     |  |
| Are pay transparency measures or enforcement mechanisms in place to address the pay gap?   | No  | Insufficient evidence located  |
| Have sex-disaggregated data on employment in different industries or sectors been published?   | Yes | Statistics for Development Division: Labour in Kiribati based on analysis of the 2019/20 Household Income and Expenditure Survey |
| <b>Marriage</b>  |     |  |
| Is there a fast-track process or procedure for family law disputes?  | No  | Insufficient evidence located  |
| Are there specialized family courts?   | No  | Insufficient evidence located  |
| Is legal aid available for family law disputes?  | Yes | The Office of the People's Lawyer  |
| <b>Parenthood</b>  |     |  |
| Is it possible to apply for maternity benefits through a single government application process?  | No  | Insufficient evidence located  |
| Are incentives in place to encourage fathers to take paternity leave on the birth of a child?  | No  | Insufficient evidence located  |
| Have 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?                      | No  | Insufficient evidence located  |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers? | No  | Insufficient evidence located  |
| Has the government published any reports on the quality of childcare services?   | No  | Insufficient evidence located  |
| <b>Entrepreneurship</b>  |     |  |
| Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?  | No  | Insufficient evidence located  |
| Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?                   | No  | Insufficient evidence located  |
| Does a current national government plan or strategy focus on women's access to financial services?   | No  | Insufficient evidence located  |
| <b>Assets</b>  |     |  |
| Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?   | Yes | Gilbert and Phoenix Islands Land Code, Sec. 11   |
| Are awareness measures in place to improve women's access to information about marital and inheritance rights?   | No  | Insufficient evidence located  |
| Have anonymized sex-disaggregated data on property ownership been published?   | No  | Insufficient evidence located  |
| <b>Pension</b>   |     |  |
| Are incentives in place to increase women's retirement benefits?   | No  | Insufficient evidence located  |



Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

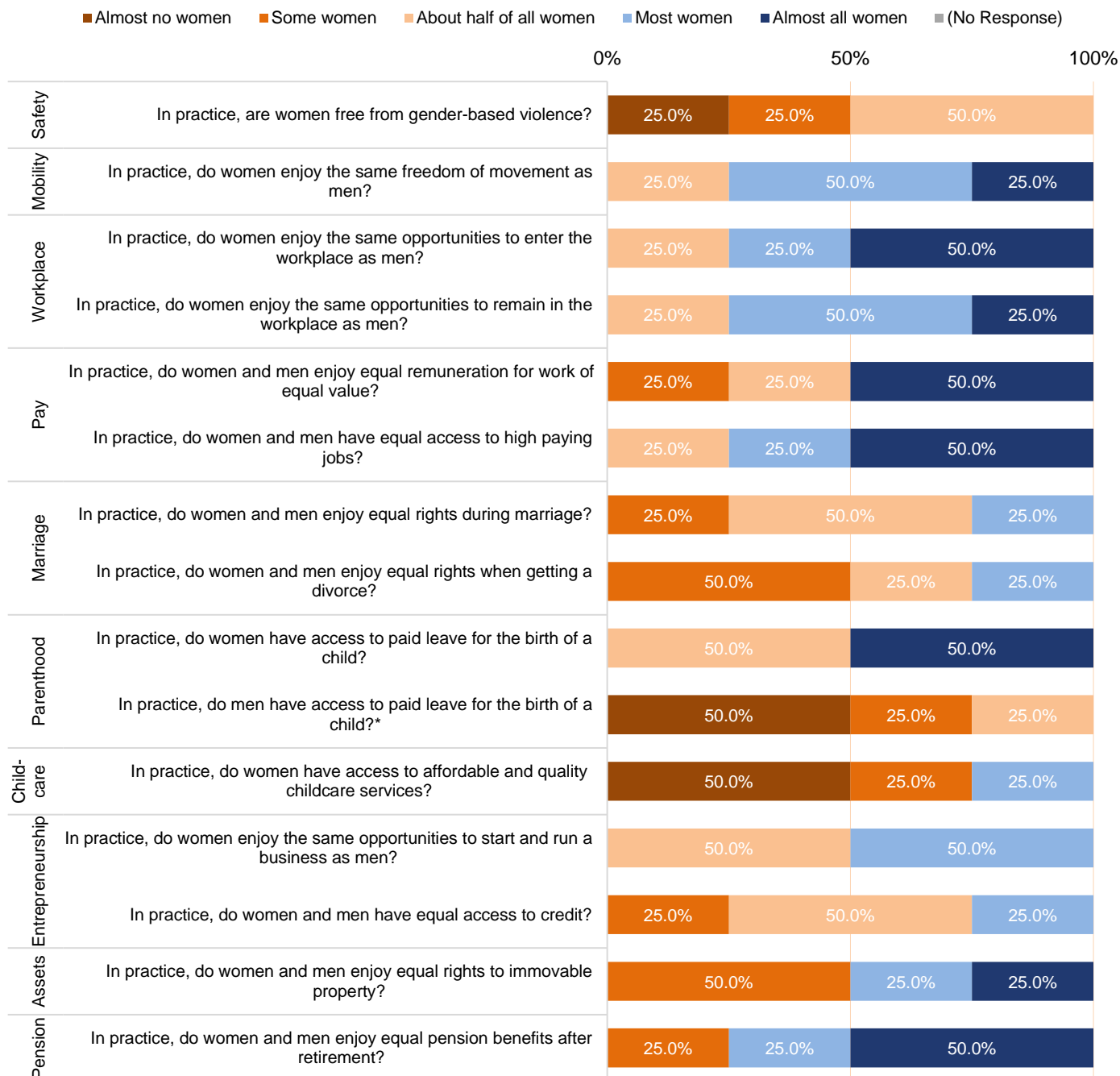
No

Insufficient evidence located

---



## 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.