











St. Kitts and Nevis

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
57.5	18.3	86.3

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 St. Kitts and Nevis, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Basseterre). The scores for St. Kitts and Nevis are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

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

In summary, the **WBL 2.0 legal frameworks score** for St. Kitts and Nevis (57.5 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 on freedom of movement, constraints related to marriage and laws affecting the size of a woman's pension, St. Kitts and Nevis obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for St. Kitts and Nevis is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, St. Kitts and Nevis may wish to consider introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for St. Kitts and Nevis (18.3 out of 100.0) is lower than the global average (39.5) and lower than the Latin America & Caribbean regional average (38.6). St. Kitts and Nevis 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 St. Kitts and Nevis is on the indicator measuring supportive frameworks affecting

women's safety. To improve on the Safety indicator, St. Kitts and Nevis may wish to consider developing comprehensive mechanisms to address violence against women, putting in place special procedures for cases of sexual harassment, designating a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

The **WBL 2.0 expert opinions score** for St. Kitts and Nevis (86.3 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 starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, St. Kitts and Nevis obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for St. Kitts and Nevis is on the indicator measuring expert opinions on women's work after having children.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	Yes	Domestic Violence Act, Secs. 2, 4, 23, 35(1) and Part III; Domestic Violence(Amendment) Act, Sec. 3(c); Offences against the Person Act, Art. 46
Does the law address femicide?	No	No applicable provisions could be located
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 internationally in the same way as a man?	Yes	Passport and Travel Documents Act, Sec. 9, Art. 5
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?	Yes	The Constitution of Saint Christopher and Nevis, Arts. 90-92; Saint Christopher and Nevis Citizenship Act, Art. 3
Workplace		
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?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	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 1976, Secs. 2 and 14
Marriage		
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	Divorce Act, Arts. 3, 7, 13 and 14

Does a woman have the same rights to remarry as a man?	Yes	Marriage Act, Arts. 26-28
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	No	Protection of Employment Act, Sec. 35(1)
Are leave benefits for mothers paid solely by the government?	Yes	Protection of Employment Act, Sec. 38(3); Social Security (Benefits) Regulations, Secs. 16-21
Is paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Protection of Employment Act, Secs. 41 and 42
Childcare		
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?	Yes	Official Website of the Government of St. Kitts and Nevis
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
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
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
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Married Women's Property Act, Arts. 3, 4, 7 and 11
Do sons and daughters have equal rights to inherit assets?	Yes	Intestates Estates Act, Art. 5
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Intestates Estates Act, Art. 4
Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Social Security (Benefits) Regulations, Sec. 28(1)
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
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?	Yes	Social Security (Benefits) Regulations, Sec. 59

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
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?	No	Insufficient evidence located

Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
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	License application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
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
Pay		
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?	No	Insufficient evidence located
Marriage		
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	Legal Aid and Advice Centre
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	St. Christopher & Nevis Social Security Board: Claim for Maternity Benefit (Allowance and Grant)
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
Childcare		
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
Entrepreneurship		
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
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
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

Pension

Are incentives in place to increase women's retirement benefits?

No

Insufficient evidence located

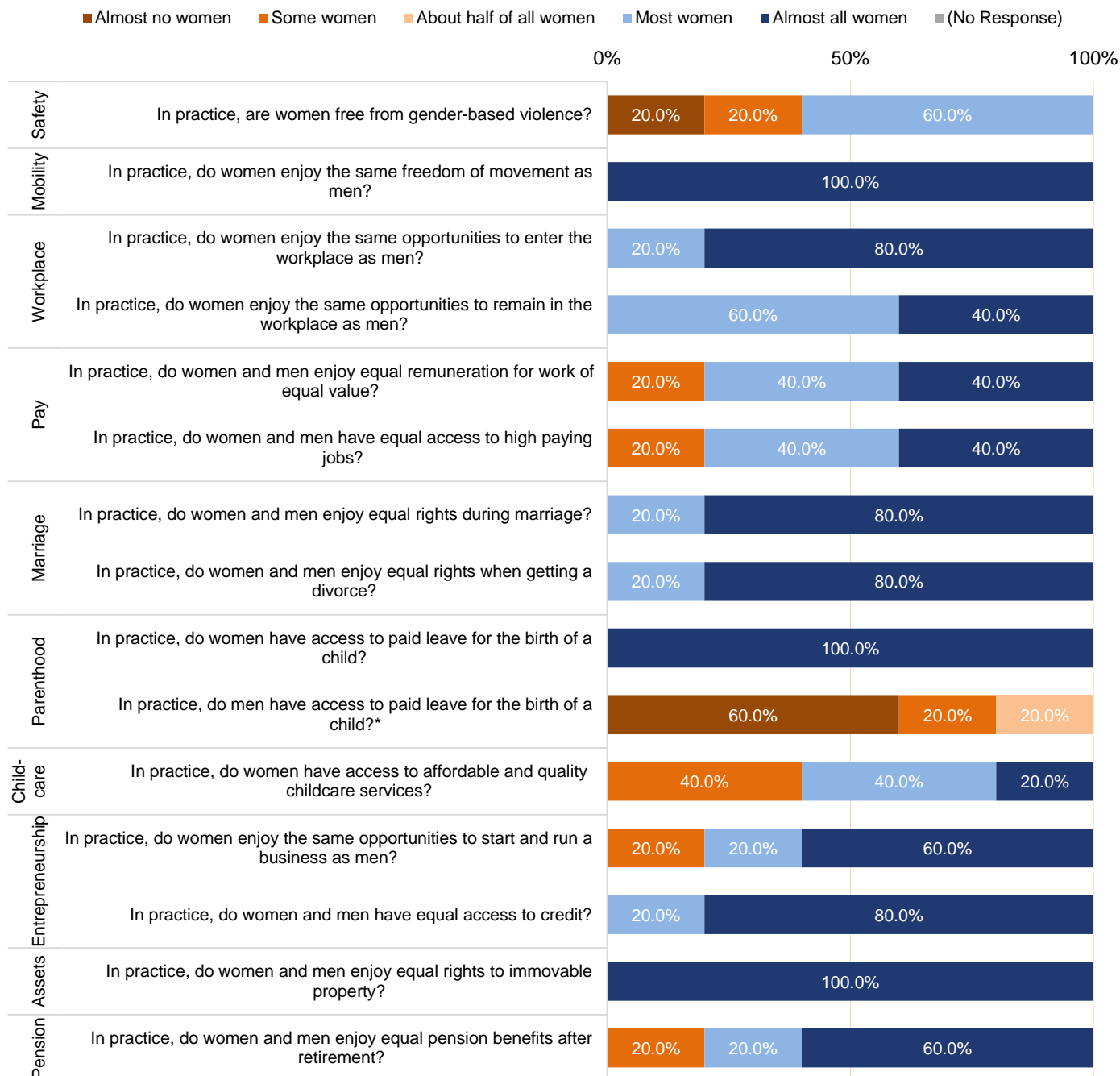
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

Yes

"St. Kitts and Nevis Social Security Fund - Things We Should Know" Booklet - Determination of Questions



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.