

ANTIGUA AND BARBUDA COUNTRY GENDER SCORECARD

December 2021



ANTIGUA AND BARBUDA



- Antigua and Barbuda has made progress towards gender equality in health and education over the past decades.** Boys and girls enjoy universal access to education, and they are equally represented in primary and secondary school. Furthermore, the government has taken actions to dismantle gender stereotypes in the school curriculum as subject areas that have been traditionally seen as male-dominated, such as Technical Drawing, have been integrated into the curriculum at the nation's only government-run all-women secondary school.¹
- Although women perform better than men in educational attainment at the tertiary level, enrolling and graduating from college, this has not resulted in equal access to economic opportunity or decision-making positions.** According to the 2018 Labor Force Survey, women are less likely than men to participate in the labor market (69% vs. 76%, respectively) and the difference widens during reproductive years. This is partly due to the disproportionate responsibility women have for unpaid domestic and care work. Nonetheless, gender gaps in labor force participation narrow with higher educational attainment. When it comes

to political participation, women hold only 11.1% of seats in parliament, which is the second-lowest share in the Latin America and the Caribbean Region, after Belize.

- Antigua and Barbuda heavily depends on natural resources and on the tourism sector, which accounts for 80% of the gross domestic product (GDP) and approximately 70% of employment.** A 2014 Country Gender Assessment by the Caribbean Development Bank (CDB) revealed that a large proportion of Antiguan women occupy jobs within the tourism sector that are often low level and low paying, as well as seasonal in nature. Women also tend to occupy jobs aligned with stereotypical gender roles, such as caretaking and domestic work, which are typically associated with low pay.
- The COVID-19 pandemic has the potential to further exacerbate existing gender gaps.** The labor market impact of the crisis at its onset fell disproportionately on women, partly because they had a higher participation in sectors that have been hardest hit by the pandemic, including tourism and hospitality. Antiguan women have also experienced a significant increase in the time allocated to unpaid domestic and care work due to school closures and confinement measures adopted. Recent household phone survey data collected in June 2021 show that 62% of women reported increases in the amount of time allocated to childcare during the pandemic, compared to 44% of men. Gender gaps in labor market outcomes have also widened with the pandemic. While 18% of women reported that they were no longer working post COVID-19 outbreak, the figure was 5% among men (World Bank High Frequency Survey 2021, HFS).
- There is a gap in country specific sex-disaggregated data and gender indicators to better understand the barriers and opportunities women and men face in Antigua and Barbuda.** According to UN Women, as of December 2020, only 25% of indicators needed to monitor the Sustainable Development Goals (SDGs) from a gender perspective were available, with gaps in key areas such as violence against women, unpaid care and domestic work, and key labor market indicators, such as the gender pay gap.

1. https://www.cepal.org/sites/default/files/events/files/informe_beijing25_antigua_y_barbuda.pdf

Country Performance²



Human Endowments		COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	HIC	YEAR
School enrollment, secondary, female (% net)		69.3	2000	89.7	2018	79.1	2018	91.3	2018
School enrollment, secondary, male (% net)		72.2	2000	87.9	2018	76.0	2018	90.4	2018
Lower secondary completion rate, female (% of relevant age group)		n.a.	n.a.	102.0	2018	82.0	2019	96.0	2019
Lower secondary completion rate, male (% of relevant age group)		n.a.	n.a.	95.4	2018	77.3	2019	93.0	2019
School enrollment, tertiary, female (% gross)		n.a.	n.a.	n.a.	n.a.	59.7	2019	84.4	2019
School enrollment, tertiary, male (% gross)		n.a.	n.a.	n.a.	n.a.	45.9	2019	67.5	2019
Female share of graduates from STEM programmes (%)		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Share of youth not in education, employment or training, females (% of female youth population) ³		n.a.	n.a.	n.a.	n.a.	27.4	2019	11.0	2019
Share of youth not in education, employment or training, males (% of male youth population)		n.a.	n.a.	n.a.	n.a.	14.6	2019	10.2	2019
Maternal mortality ratio (modeled est. per 100,000 births)		44.0	2000	42.0	2017	74.0	2017	11.0	2017
Births attended by skilled health staff (% of total)		99.9	2000	100.0	2017	93.8	2018	99.1	2018
Prevalence of HIV, female (% ages 15-24)		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Prevalence of HIV, male (% ages 15-24)		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Contraceptive prevalence, any methods (% of women ages 15-49)		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	65.8	2017
Economic Opportunity		COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	HIC	YEAR
Labor force participation, female (% of female population 15+) ♦		n.a.	n.a.	n.a.	n.a.	52.5	2019	53.6	2019
Labor force participation, male (% of male population 15+) ♦		n.a.	n.a.	n.a.	n.a.	76.7	2019	68.6	2019
Account at a financial institution, female (% age 15+)		n.a.	n.a.	n.a.	n.a.	52.0	2017	92.9	2017
Account at a financial institution, male (% age 15+)		n.a.	n.a.	n.a.	n.a.	58.6	2017	94.5	2017
Vulnerable employment, female (% of female employment) ♦		n.a.	n.a.	n.a.	n.a.	33.8	2019	7.7	2019
Vulnerable employment, male (% of male employment) ♦		n.a.	n.a.	n.a.	n.a.	33.4	2019	9.7	2019
Voice and Agency		COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	HIC	YEAR
Women who were first married by age 18 (% of women ages 20-24)		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Adolescent fertility rate (births per 1,000 women, ages 15-19)		62.0	2000	40.9	2019	61.2	2019	11.0	2019
Proportion of seats held by women in national parliaments (%)		5.3	2000	11.1	2020	32.8	2020	30.3	2020
Firms with female top manager (% of firms)		n.a.	n.a.	n.a.	n.a.	20.1	2020	18.2	2020
Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of women 15-49)		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

Sources: World Bank World Development Indicators, World Bank Gender Statistics, and World Health Organization. Country Baseline provides a reference point for the indicator. Circa 2000

LAC = Includes the 42 countries (all income levels) in Latin America and the Caribbean, as classified by The World Bank Group

HIC = In FY21, high-income countries are those with a GNI per capita of \$12,536 or more (calculated using the World Bank Atlas method)

♦ Modeled ILO estimate

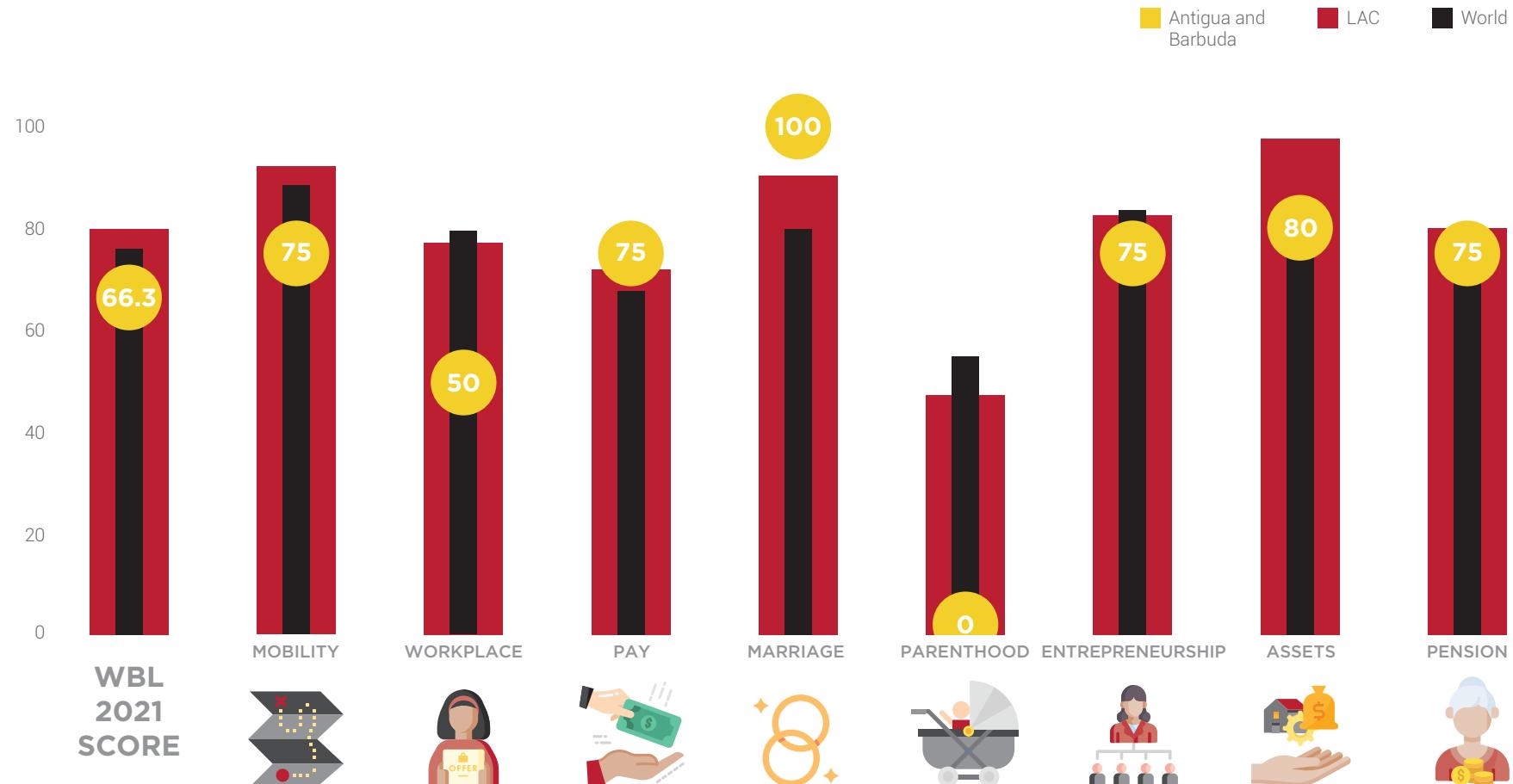
2. The scorecard shows the latest country data available and comparisons of country performance with the LAC region and the country's income-level group in the same or similar year. The country performance is scored relative to the comparison groups using a Traffic Light System: green ● if the country performs better than the two comparison groups (LAC and the similar-income group); yellow ● if the country performs better than one comparison group; red ● if both comparison groups perform better than the country. N/A means lack of data. No color indicates that comparisons cannot be made. This scorecard features available sex-disaggregated data (men/women).

3. Share of youth not in education, employment or training (NEET) is the proportion of young people who are not in education, employment, or training to the population of the corresponding age group: youth (ages 15 to 24); persons ages 15 to 29; or both age groups. When data are available for more than two age groups in a given year, one value for persons ages 15 to 29 is taken, considering that not all people complete their education by the age of 24. World Development Indicators.

Gender Equality in the Law

The Women Business and the Law index⁴ score presents the share of good laws in the economy and it is structured around a woman's working life

Antigua and Barbuda - Latin America & Caribbean - World Comparison (2021)



4. Thirty-five data points are scored across eight indicators composed of four or five binary questions, with each indicator representing a different phase of a woman's life. Indicator-level scores are obtained by calculating the unweighted average of responses to the questions within that indicator and scaling the result to 100. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score, meaning that the country gives women and men equal legal rights in the measured areas. Source: [WBL 2021](#).

Gender Equality in the Law

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.

Topic	Question	Answer	Indicator Score
 MOBILITY	Can a woman choose where to live in the same way as a man?	No	75
	Can a woman travel outside her home in the same way as a man?	Yes	
	Can a woman apply for a passport in the same way as a man?	Yes	
	Can a woman travel outside the country in the same way as a man?	Yes	
 WORKPLACE	Can a woman get a job in the same way as a man?	Yes	50
	Does the law prohibit discrimination in employment based on gender?	Yes	
	Is there legislation on sexual harassment in employment?	No	
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	
 PAY	Does the law mandate equal remuneration for work of equal value?	No	75
	Can a woman work at night in the same way as a man?	Yes	
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	
	Can a woman work in an industrial job in the same way as a man?	Yes	
 MARRIAGE	Is there no legal provision that requires a married woman to obey her husband?	Yes	100
	Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	
	Is there legislation specifically addressing domestic violence?	Yes	
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	
	Does a woman have the same rights to remarry as a man?	Yes	
 PARENTHOOD	Is paid leave of at least 14 weeks available to mothers?	No	0
	Does the government administer 100% of maternity leave benefits?	No	
	Is there paid leave available to fathers?	No	
	Is there paid parental leave?	No	
	Is dismissal of pregnant workers prohibited?	No	
 ENTREPRENEURSHIP	Does the law prohibit discrimination in access to credit based on gender?	No	75
	Can a woman sign a contract in the same way as a man?	Yes	
	Can a woman register a business in the same way as a man?	Yes	
	Can a woman open a bank account in the same way as a man?	Yes	
 ASSETS	Do men and women have equal ownership rights to immovable property?	Yes	80
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	
	Does the law provide for the valuation of nonmonetary contributions?	No	
 PENSION	Is the age at which men and women can retire with full pension benefits the same?	Yes	75
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	
	Is the mandatory retirement age for men and women the same?	Yes	
	Are periods of absence from work due to childcare accounted for in pension benefits?	No	
WBL 2021 Index Score			66.3

Click on the links below for more information



Interventions to close Gender Gaps

Human endowments

- [Facilitating school-to-work transition](#)
- [Attracting more women into STEM fields](#)
- [Reducing boys' school dropout and helping boys at risk](#)

Economic opportunity

- [Expanding access to affordable and quality care](#)
- [Improving women's access to quality employment](#)
- [Improving the performance of women-owned firms](#)
- [Increasing women's ownership and control of productive assets](#)

Voice and agency

- [Preventing and addressing violence against women and girls](#)
- [Reducing teen pregnancy](#)

Project-Level Indicators to monitor progress in narrowing Gender Gaps

- [Illustrative progress indicators aligned with the LCR Gender Action Plan \(RGAP\) priority areas](#)

Useful resources

Legislative and regulatory framework

- [Antigua and Barbuda 2-page snapshot of laws and regulations affecting women's economic opportunities \(2021\)](#)

Gender strategic framework

- [Regional Partnership Strategy for the Organization of Eastern Caribbean States \(OECS\)](#)
- [Organization of Eastern Caribbean States Systematic Regional Diagnostic\(2018\)](#)
- [Gender-Responsive Disaster Preparedness and Recovery in the Caribbean: Desk Review \(2021\)](#). The desk review followed the key aspects of the 2016– 2023 WBG Gender Strategy in the assessment of gender gaps at the country level and the associated disaster impacts: (human endowments, economic opportunity, and voice and agency)

Country-specific data and analysis

- [Antigua & Barbuda's National Review of the Beijing Declaration and Platform for Action \(2014 – 2019\)](#)
- [Country Gender Assessment - Antigua and Barbuda \(2014\)](#)
- [Antigua and Barbuda 2018 Labour Force Survey Report \(2020\)](#)

Evidence on what works to close gender gaps

- [LAC Gender Innovation Lab](#)
- [Umbrella Facility for Gender Equality](#)
- [IDB's Gender and Diversity Knowledge Initiative - GDLab](#)

IN ACTION: Integrating Gender into Project Design

Barbados COVID-19
Response and Recovery
DPF (P175492)⁵

Objective: To support Barbados' response to the COVID-19 crisis and to promote the post-crisis economic recovery.



GAPS

- Women comprise over half of the tourism workforce, one of the hardest-hit sectors due to COVID-19.
- Low-income women were disproportionately affected by job losses at the beginning of the pandemic.



ACTIONS

- Implement stimulus package to re-engage employees and invest in green technology, plan refurbishment, training, and digitalization.



INDICATORS

- Percentage of women workers reengaged in tourism firms with at least 80% of their previous salaries.

5. Note: We are featuring a project in Barbados since there is no Gender-Tagged project in Antigua and Barbuda as of March 2022.