

Micronesia, Fed. Sts.

Women, Business and the Law 2024 (WBL2024) 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 (Island of Pohnpei (Palikir/Kolonia)). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Federated States of Micronesia scores 61.3 out of 100.0**. The overall score for Federated States of Micronesia is lower than the regional average observed across East Asia and the Pacific (73.0). Within the East Asia and the Pacific region, the maximum score observed is 91.9 (Hong Kong SAR, China).

Federated States of Micronesia - Scores for Women, Business and the Law 2024

| Mobility | Workplace | Pay | Marriage | Parenthood | Entrepreneurship | Assets | Pension | WBL 2024 Index Score |
|----------|-----------|-----|----------|------------|------------------|--------|---------|----------------------|
| 100 | 25 | 75 | 100 | 0 | 75 | 40 | 75 | 61.3 |

Relative Strengths

When it comes to constraints on freedom of movement, and constraints related to marriage, Federated States of Micronesia gets a perfect score.

Areas for Improvement

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, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Federated States of Micronesia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Federated States of Micronesia is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Federated States of Micronesia may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, making paid leave available to fathers, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Federated States of Micronesia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/micronesia-fed-sts/2024>



| | QUESTION | ANSWER | LEGAL BASIS |
|------------------|--|--------|---|
| Mobility | Can a woman choose where to live in the same way as a man? | Yes | Domestic Relations Law of 1970, Sec. 1616 |
| | 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 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 | Domestic Relations Law of 1970, Sec. 1616 |
| | 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? | Yes | No restrictions could be located |
| 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 in the same way as a man? | Yes | No restrictions could be located |
| | Is there legislation specifically addressing domestic violence? | Yes | Domestic Violence Act of 2017 |
| | Can a woman obtain a judgment of divorce in the same way as a man? | Yes | Domestic Relations Law, Secs. 1612 and 1626 |
| | Does a woman have the same rights to remarry as a man? | Yes | No restrictions could be located |
| Parenthood | Is paid leave of at least 14 weeks available to mothers? | No | No applicable provisions could be located |
| | Does the government pay 100% of maternity leave benefits? | No | No applicable provisions could be located |
| | 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 |
| | Is dismissal of pregnant workers prohibited? | No | No applicable provisions could be located |
| Entrepreneurship | 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 | Domestic Relations Law of 1970, Sec. 1616 |
| | Can a woman register a business in the same way as a man? | Yes | Domestic Relations Law of 1970, Sec. 1616 |
| | Can a woman open a bank account in the same way as man? | Yes | Domestic Relations Law of 1970, Sec. 1616 |
| Assets | Do men and women have equal ownership rights to immovable property? | No | No applicable provisions could be located |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Pohnpei State Intestate Succession Act of 1977, Title 49, Sec. 103 |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Pohnpei State Intestate Succession Act of 1977, Title 49, Sec. 105 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | No | No applicable provisions could be located |
| | Does the law provide for the valuation of nonmonetary contributions? | No | No applicable provisions could be located |
| Pension | Is the age at which men and women can retire with full pension benefits the same? | Yes | Social Security and Prior-Service Benefits, Secs. 801 and 804(c)(i); Regulation No. 3 of 1 May 2012, Secs. 100.2 and 100.3(c) |
| | Is the age at which men and women can retire with partial pension benefits the same? | Yes | Social Security and Prior-Service Benefits Act, Secs. 801 and 804 |
| | Is the mandatory retirement age for men and women 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 |