

Women and the World of Work in Kiribati



GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2020, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2020, more women than men were **contributing family workers**



Source: UN DESA Gender Data Hub.

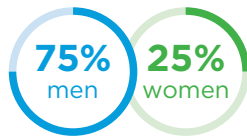
In 2020, more women than men were in **informal employment** in non-agriculture



Source: SDG Global Database.

The global gender gap index is not available for Kiribati

In 2018, less women than men **owned a business**



Source: World Bank Gender Data Portal.

Average monthly earnings (PPP USD) in 2019



Source: ILOSTAT.

● Women ● Men

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2020, women had

43% of managerial positions

Source: SDG Global Database.

41% of senior and middle management positions



Ownership of productive resources

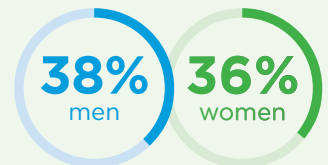
53% Women **53%** Men



owned a **mobile telephone** in 2018

Source: Pacific Data Hub.

There are gender data gaps in ownership of productive assets in Kiribati

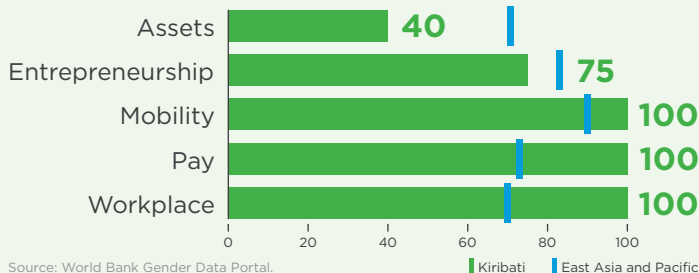


used the **internet** in 2020

Source: Pacific Data Hub.

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.



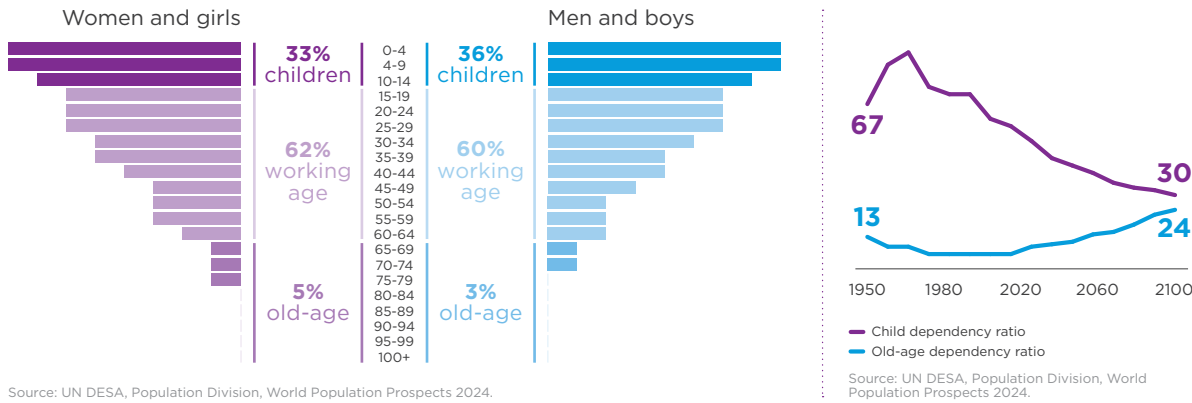
As of 2018, there were **NO fully established systems** to monitor and allocate resources for **gender equality and women's empowerment**

Source: SDG Global Database.

Transforming Care Systems in Kiribati



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES

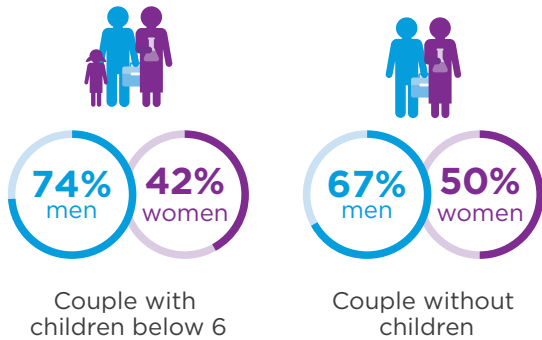


Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2020, prime-age (25-54 years) employment-to-population ratio was



54% Women worked **part-time** in 2020

53% Men worked **part-time** in 2020

Source: UN DESA Gender Data Hub.

50% Women aged 15 to 24 were **not in education, employment or training** in 2020

46% Men aged 15 to 24 were **not in education, employment or training** in 2020

Source: SDG Global Database.

Expand care services and create decent care jobs



Source: Authors' elaboration based on ILOSTAT data.

3 thousands Women care workers were in **informal employment** in 2020

1 thousands Men care workers were in **informal employment** in 2020

Source: ILOSTAT.

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2019, among women aged 20-24 years

18% were married or in a union **before age 18**

2% were married or in a union **before age 15**

Source: SDG Global Database.



Disproportionate unpaid care gaps



In 2019, among adolescents aged 10-14 years

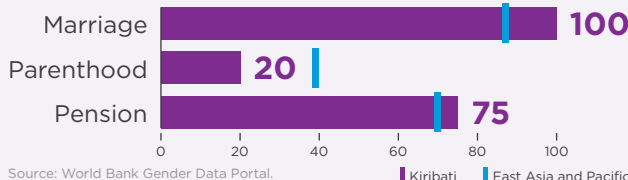
17% boys were engaged in household chores

19% girls were engaged in household chores

Source: UNICEF Data Warehouse.

Gender-blind systems

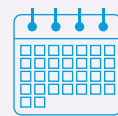
Women, Business and the Law Index scores, in 2023



In 2023, workers were entitled to



84 days of **maternity leave**



0 days of **paternity leave**

Source: World Bank Gender Data Portal.

As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.