











Brunei Darussalam

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| 35.0 | 24.2 | 91.3 |

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 Brunei Darussalam, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Bandar Seri Begawan). The scores for Brunei Darussalam are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

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

In summary, the **WBL 2.0 legal frameworks score** for Brunei Darussalam (35.0 out of 100.0) is lower than the global average (64.2) and lower than the East Asia & Pacific regional average (57.8). When it comes to laws affecting the size of a woman’s pension, Brunei Darussalam obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Brunei Darussalam is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Brunei Darussalam may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Brunei Darussalam (24.2 out of 100.0) is lower than the global average (39.5) and lower than the East Asia & Pacific regional average (33.9). Brunei Darussalam 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 Brunei Darussalam is on the indicator measuring supportive frameworks affecting women’s safety. To improve on the Safety indicator, Brunei Darussalam 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 Brunei Darussalam (91.3 out of 100.0) is higher than the global average (65.7) and higher than the East Asia & Pacific regional average (64.8). When it comes to expert opinions on women's safety, expert opinions on freedom of movement, expert opinions on women's decisions to work, expert opinions on women's pay, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Brunei Darussalam obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Brunei Darussalam 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? | No | No applicable provisions could be located |
| 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? | No | Islamic Family Law, Art. 61(2)(c) |
| Can a woman travel internationally in the same way as a man? | Yes | Passport Act, Sec. 3 |
| Can a woman travel outside her home in the same way as a man? | No | No applicable provisions could be located |
| Do a woman and a man have equal rights to confer citizenship on their spouses and their children? | No | Brunei Nationality Act, Secs. 4, 6(5) and 9(5)(b) |
| 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? | Yes | No restrictions could be located |
| Marriage | | |
| Is the law free of legal provisions that require a married woman to obey her husband? | No | Islamic Family Law, Art. 61(2) |
| 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? | No | Islamic Family Law, Arts. 42-60 |
| Does a woman have the same rights to remarry as a man? | No | Islamic Family Law, Arts. 2 and 42(5) |
| Parenthood | | |
| Is paid leave of at least 14 weeks available to mothers? | No | Employment (Amendment) Order 2012, Sec. 3 |

| | | |
|--|-----|---|
| Are leave benefits for mothers paid solely by the government? | No | Maternity Leave Regulation 2011, Sec. 4 |
| Is paid leave available to fathers? | No | No applicable provisions could be located |
| Is dismissal of pregnant workers prohibited? | No | No applicable provisions could be located |
| Childcare | | |
| Does the law establish the provision of center-based childcare services? | Yes | Child Care Centers Order 2006, Arts. 2, 18 and 19 |
| 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 |
| 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 | Islamic Family Law, Arts. 44(d) and 144(2); Land Code, Art. 9 |
| Do sons and daughters have equal rights to inherit assets? | No | Islamic Family Law, Art. 144(2) |
| Do male and female surviving spouses have equal rights to inherit assets? | No | Islamic Family Law, Art. 144(2) |
| Does the law provide for the valuation of nonmonetary contributions? | Yes | Islamic Family Law, Art. 59(4) |
| Pension | | |
| Are the ages at which a woman and a man can retire with full pension benefits the same? | Yes | Old Age and Disability Pensions Act and Regulations, Sec. 3; Retirement Age Order, 2010, Sec. 4 |
| 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 | Old Age and Disability Pensions Act and Regulations |

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 | ID 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? | Yes | Department of Economic Planning and Statistics, Ministry of Finance and Economy, KILM 4: Employment by Sector, Table 4.2 |
| 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? | No | Insufficient evidence located |
| Parenthood | | |
| Is it possible to apply for maternity benefits through a single government application process? | Yes | Department of Labor, Ministry of Home Affairs: Salary Reimbursement Claim Form for Local Workers in the Private Sector According to the 2011 Legal Leave |
| 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? | Yes | Official Website of the Ministry of Culture, Youth and Sports |
| 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? | Yes | Darussalam Enterprise (DARE), Women's Business Council-Brunei Darussalam (WBC-BD) |
| 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? | Yes | Ministry of Religious Affairs, Pre-marital courses |
| 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 |



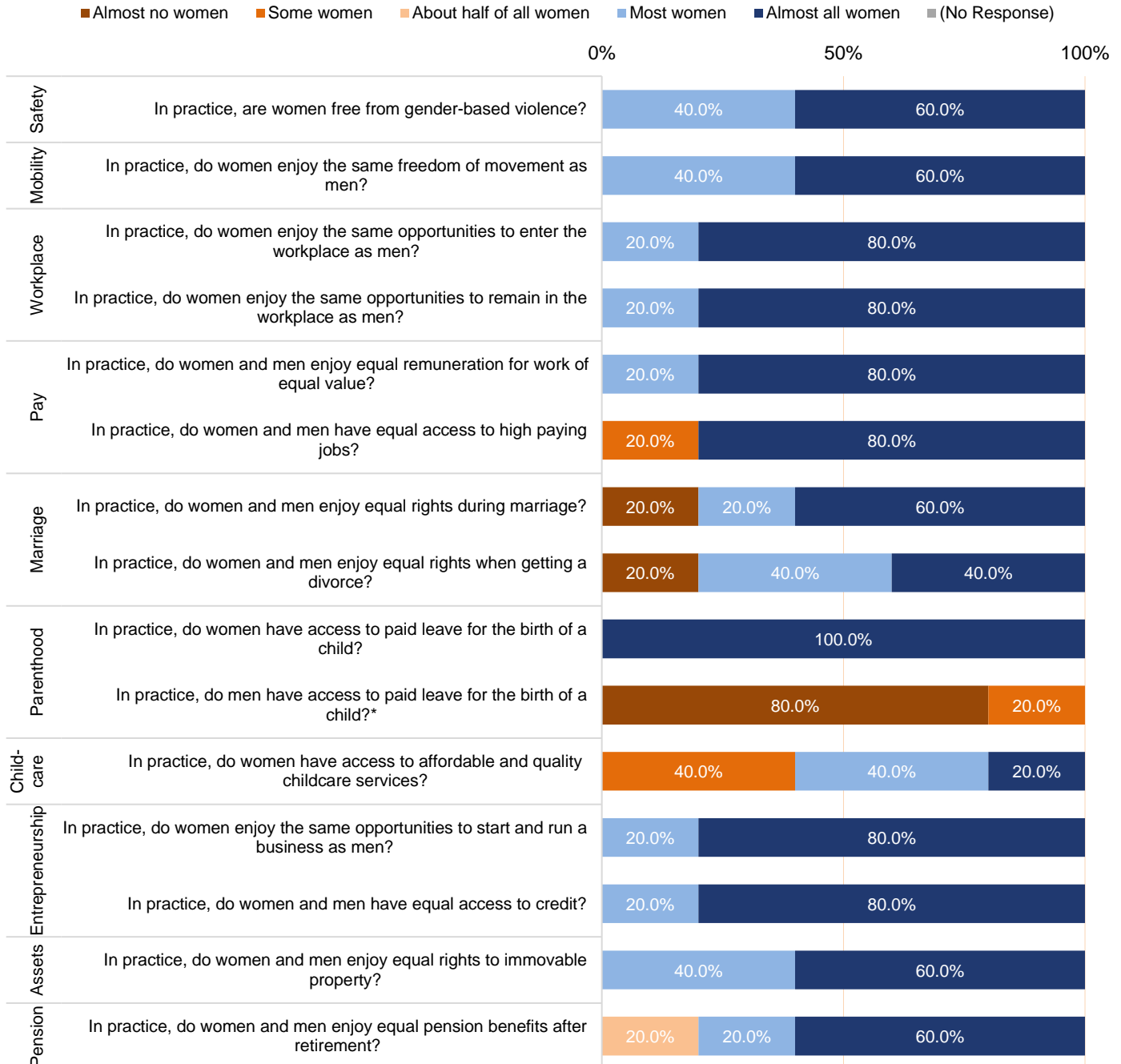
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

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.