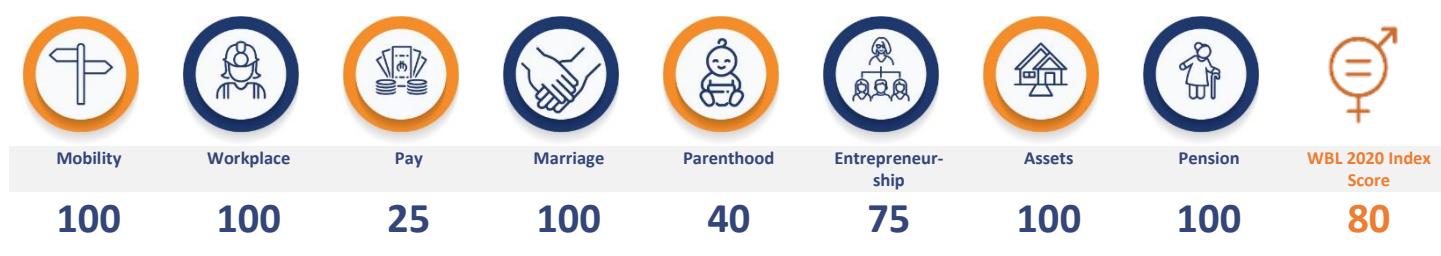


Costa Rica

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. 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. Data refer to the laws and regulations that are applicable to the main business city (San José). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Costa Rica scores 80 out of 100**. The overall score for Costa Rica is higher than the regional average observed across Latin America & Caribbean (79.2).

Costa Rica - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, gender differences in property and inheritance, and laws affecting the size of a women's pension, Costa Rica gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, laws affecting women's work after having children, and constraints on women's starting and running a business, Costa Rica could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Costa Rica is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Costa Rica may wish to consider mandating equal remuneration for work of equal value, allowing women to work the same night hours as men, and allowing women to work in jobs deemed dangerous in the same way as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
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 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	Ley General de Migración y Extranjería N° 8764, Arts. 138, 252-254; Passport application procedures
	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	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Código de Trabajo, Art. 404; Ley n. 2694, Arts. 1 y 5
	Is there legislation on sexual harassment in employment?	Yes	Ley contra el Hostigamiento Sexual en el Empleo y la Docencia No. 7476, Arts. 2, 3 y 12
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Ley contra el Hostigamiento Sexual en el Empleo y la Docencia No. 7476, Art. 34 <i>Civil:</i> Ley contra Hostigamiento o Acoso Sexual en el Empleo y la Docencia No. 7476, Arts. 35 y 37
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	No	Código de Trabajo, Art. 88(b)
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Código de Trabajo, Art. 87 Jobs deemed arduous: Código de Trabajo, Art. 87 Jobs deemed morally inappropriate: Código de Trabajo, Art. 87
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires 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	Ley 7586 contra la Violencia Doméstica; Ley 8589 de Penalización de la Violencia contra las Mujeres
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	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?	Yes	Código de Trabajo, Art. 95
	Does the government pay 100% of maternity leave benefits?	No	Código de Trabajo, Art. 95
	Is there paid paternity leave?	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?	Yes	Código de Trabajo, Arts. 94 y 94 bis.
Entrepreen.	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	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Código de Familia, Arts. 40 y 86
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 572 y 573
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 572 y 573
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código de Familia, Art. 40
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código de Familia, Arts. 40 y 41
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Reglamento del Seguro de Invalidez, Vejez y Muerte 6898/1995, Art. 5 Men: Reglamento del Seguro de Invalidez, Vejez y Muerte 6898/1995, Art. 5
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Reglamento del Seguro de Invalidez, Vejez y Muerte 6898/1995, Art. 5 Men: Reglamento del Seguro de Invalidez, Vejez y Muerte 6898/1995, Art. 5 (for most updated version of the law see Version Vigente > Texto Completo)
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Código del Trabajo, Art. 95