

# Colombia

*Women, Business and the Law 2023* (WBL2023) 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 (Bogota). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Colombia scores 84.4 out of 100**. The overall score for Colombia is higher than the regional average observed across Latin America and the Caribbean (80.9). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

## Colombia - Scores for Women, Business and the Law 2023



## Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, laws affecting women's work after having children, and gender differences in property and inheritance, Colombia gets a perfect score.

## Areas for Improvement

However, when it comes to laws affecting women's pay, constraints on women starting and running a business, and laws affecting the size of a woman's pension, Colombia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Colombia is on the indicator measuring laws affecting women's pay (the WBL2023 Pay indicator). To improve on the Pay indicator, Colombia may wish to consider mandating equal remuneration for work of equal value, and allowing women to work in an industrial job in the same way as men.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Colombia are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/colombia/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Art. 179
	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	Decreto Núm. 1514 de 2012, Arts. 3 y 12; Procedimientos de solicitud de pasaporte
	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 Sustantivo del Trabajo, Art. 10; Ley 1496 de 2011
	Is there legislation on sexual harassment in employment?	Yes	Ley Núm. 1010 de 2006; Código Penal, Art. 210A
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Código Penal, Art. 210A; Ley Núm. 1257 de 2008, Art. 29 <i>Civil:</i> Ley Núm. 1010 de 2006, Art. 10(4)
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?	No	Código Sustantivo del Trabajo, Art. 242(2)
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Art. 176
	Can a woman be head of household in the same way as a man?	Yes	Código Civil, Art. 177
	Is there legislation specifically addressing domestic violence?	Yes	Ley Núm. 294 de 1996; Ley Núm. 1257 de 2008, Arts. 2 y 16
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Arts. 152 y 154
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Ley Núm. 1822 de 2017, Art. 1; Código Sustantivo del Trabajo, Art. 236; Ley Núm. 2114 de 2021
	Does the government pay 100% of maternity leave benefits?	Yes	Decreto 47/2000, Art. 3(2); Ley Núm. 100/1993, Art. 207
	Is paid leave available to fathers?	Yes	Ley Núm. 2114 de 2021, Art. 2 para. 2
	Is there paid parental leave?	Yes	Ley Núm. 2114 de 2021, Art. 2
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Código Sustantivo del Trabajo, Art. 239
	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	Código Civil, Art. 181
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Código Civil, Art. 669; Ley Núm. 28 de 1932, Art. 1
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 1039 y 1045
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 1039, 1040 y 1047
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Ley Núm. 28 de 1932, Art. 1
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Ley Núm. 28 de 1932, Arts. 1 y 4
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Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Ley Núm. 797 de 2003, Art. 9
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	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