



Colombia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
77.5	62.5	63.8

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 Colombia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Bogota). The scores for Colombia are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	75.0	50.0	100.0	100.0	100.0	50.0	100.0	50.0
Supportive frameworks score	75.0	66.7	33.3	50.0	100.0	66.7	50.0	66.7	66.7	50.0
Expert opinions score	0.0	100.0	25.0	25.0	100.0	100.0	25.0	62.5	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Colombia (77.5 out of 100.0) is higher than the global average (64.2) and higher than the Latin America & Caribbean regional average (69.1). When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting women's work after having children, laws affecting childcare and laws affecting women's property and inheritance, Colombia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Colombia is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Colombia may wish to consider adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Colombia (62.5 out of 100.0) is higher than the global average (39.5) and higher than the Latin America & Caribbean regional average (38.6). When it comes to supportive frameworks related to marriage, Colombia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Colombia is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace



indicator, Colombia may wish to consider publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Colombia (63.8 out of 100.0) is lower than the global average (65.7) and higher than the Latin America & Caribbean regional average (61.8). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on women's property and inheritance and expert opinions on women's pensions, Colombia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Colombia is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Ley Núm. 294 de 1996, Arts. 3(c), 22 y Título II; Ley Núm. 1257 de 2008, Art. 2 y Cap. 5; Código Penal, Arts. 119, 211(5) y 229; Ley 599 de 2000, Arts. 205, 206 y 211(5)
Is there legislation on femicide?	Yes	Ley 599 de 2000, Art. 104A
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Decreto Núm. 1514 de 2012, Arts. 3 and 12; Resolucion 6888 de 2021, Art. 9
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Constitución Política de la República de Colombia, Art. 96
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	Yes	Ley Núm. 1857 de 2017, Art. 3; Ley Núm. 789 de 2002, Art. 51; Ley Núm. 2121 de 2021; Decreto Núm. 555 de 2022
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 an industrial job in the same way as a man?	No	Código Sustantivo del Trabajo, Art. 242(2)
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Código Civil, Art. 177
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Art. 176
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Arts. 152 y 154
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	Ley Núm. 1822 de 2017, Art. 1; Código Sustantivo del Trabajo, Art. 236; Ley Núm. 2114 de 2021, Art. 2
Are leave benefits for mothers paid solely by the government?	Yes	Decreto 47/2000, Art. 3(2); Ley Núm. 100/1993, Art. 207
Is there paid leave available to fathers?	Yes	Ley Núm. 2114 de 2021, Art. 2 para. 2
Is dismissal of pregnant workers prohibited?	Yes	Código Sustantivo del Trabajo, Art. 239
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Ley 1804 de 2016, Arts. 5, 6, 13 y 19; Acuerdo 138 de 2004, Arts. 1-3
Does the law establish any form of support to families for childcare services?	Yes	Reglamento del Fondo de Fomento a la Atención Integral de la Primeira Infancia, Arts. 1, 12, 21 y 24
Does the law establish any form of support to non-state childcare providers?	Yes	Estatuto Tributario Nacional, Arts. 19, 107-2, 356(2) y 359
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Acuerdo 138 de 2004, Art. 3(7); Resolución 1001 de 2006, Arts. 4, 10, 14 y 51; Decreto 907 de 1996, Arts. 11-13
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Código Civil, Art. 181
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 on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Ley 2069 of 2020, Art. 32
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Ley Núm. 28 de 1932, Art. 1; Código Civil, Art. 669
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 1039 y 1045
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 1039, 1040 y 1047
Does the law provide for the valuation of nonmonetary contributions?	Yes	Ley Núm. 28 de 1932, Arts. 1 y 4
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	No	Ley Núm. 797 de 2003, Art. 9
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	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

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		



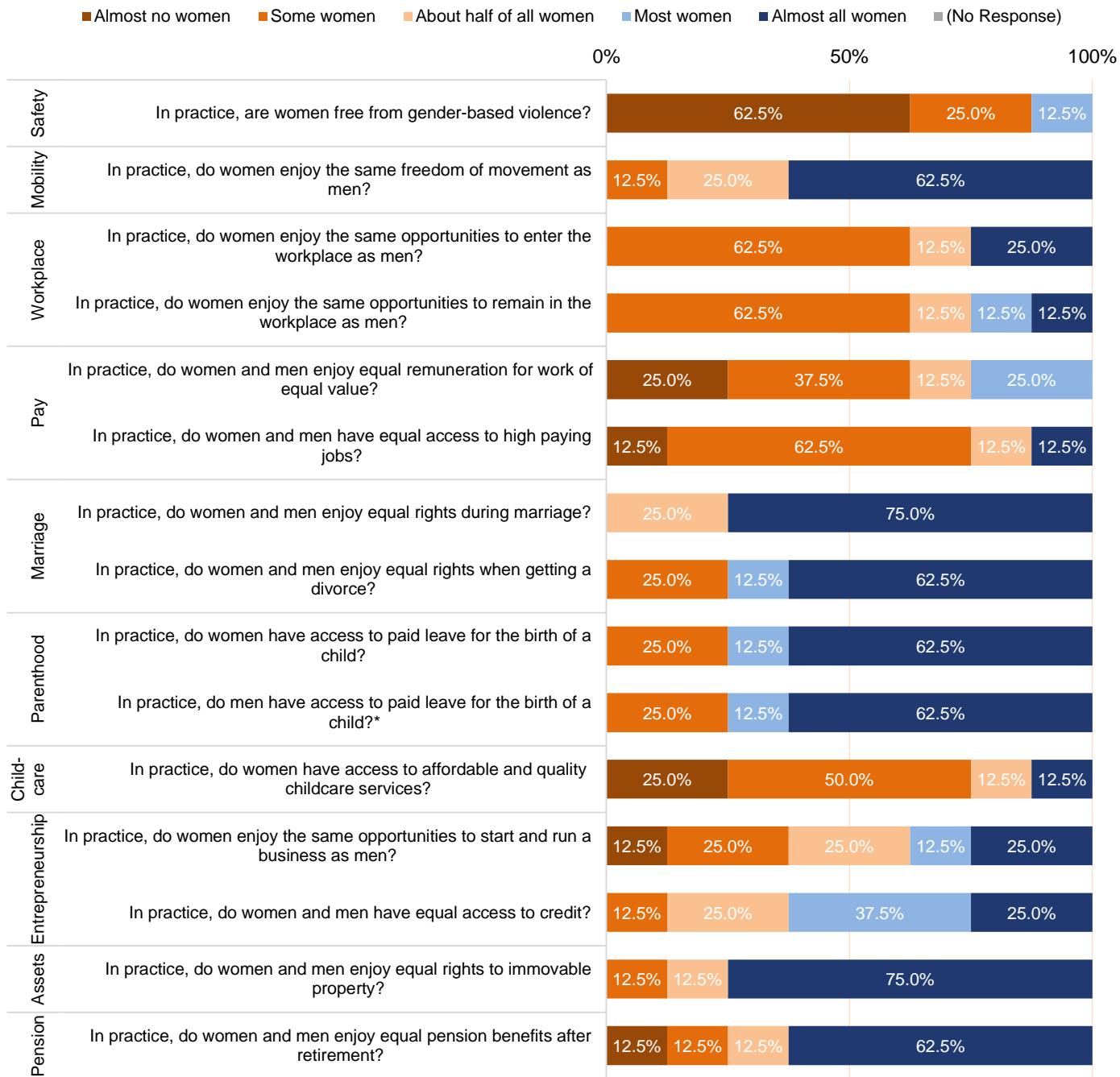
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Protocolo para la Prevención del Acoso Laboral y del Acoso Sexual Laboral mediante la Divulgación de los Mecanismos y Procedimientos de Denuncia de la Alcaldía Mayor de Bogotá; Línea 155; Informe sobre el acceso a los servicios de justicia, psicológicos y médicos en el país; Casas de Igualdad de Oportunidades para las Mujeres para recibir acompañamiento psicosocial, orientación y asesoría jurídica; Casas de Justicia para recibir orientación e información sobre tus derechos y asesoría jurídica; Defensoría del Pueblo Regional Bogotá para recibir orientación, asesoramiento psico-jurídico y asistencia técnico-legal; Línea "Salud para Todos" 3649666; Centros de Atención Prioritaria en Salud-CAPS para consulta de medicina general, especialidades, consultas prioritarias, ayudas diagnósticas y medicamentos; Unidades de Servicios de Salud-USS para acceso a los servicios de salud y activación de protocolos de atención; Puntos de Atención Primaria en Salud-PAPS para prevención, promoción y fomento de la salud; Instituciones Prestadoras de Salud-IPS; Línea Púrpura Bogotá 01 8000 112 137 y WhatsApp Púrpura 300 755 1846 para recibir orientación y atención psicosocial
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Secretaría de la Mujer
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Presupuesto de la Secretaría Distrital de la Mujer de Bogotá
Mobility		
Are passport application processes the same for women and men?	Yes	Procedimiento de solicitud de pasaporte
Are the application processes for official identity documents the same for women and men?	Yes	Trámites de la cédula de ciudadanía
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Circular Núm. 062 de 2021 Ministerio del Trabajo
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Departamento Administrativo Nacional de Estadística, Gran Encuesta Integrada de Hogares (GEIH), Mayo a Julio 2023
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Ley 1564 de 2012, Art. 21
Are there specialized family courts?	Yes	Decreto 2272 de 1989, Arts. 3 y 5
Is legal aid available for family law disputes?	Yes	Instituto Colombiano de Bienestar Familiar (ICBF)
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Ley Núm. 100/1993, Art. 207
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	Yes	Departamento Administrativo Nacional de Estadística, Cuenta Satélite de Economía del Cuidado (CSEC)
Childcare		



Is there a publicly available registry or database of childcare providers?	Yes	Sitio Oficial de la Secretaría de Integración Social de Bogotá; Sitio Oficial de la Alcaldía de Bogotá; Sitio Oficial de la Comisión Económica para América Latina y el Caribe (CEPAL) en parcería con la Alcaldía Mayor de Bogotá
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Reglamento del Fondo de Fomento a la Atención Integral de la Primeira Infancia, Art. 24
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Ministerio de Industria y Comercio, Informes de Tejido Empresarial; DANE, Departamento Administrativo Nacional de Estadísticas
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Fondo Mujer Emprende
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Resolución 4180 de 2018
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	Departamento Administrativo Nacional de Estadística
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Ministerio de la Justicia, ¿Qué debo hacer para solicitar a la pensión de vejez?



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.