

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; Resolución 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 Primera 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

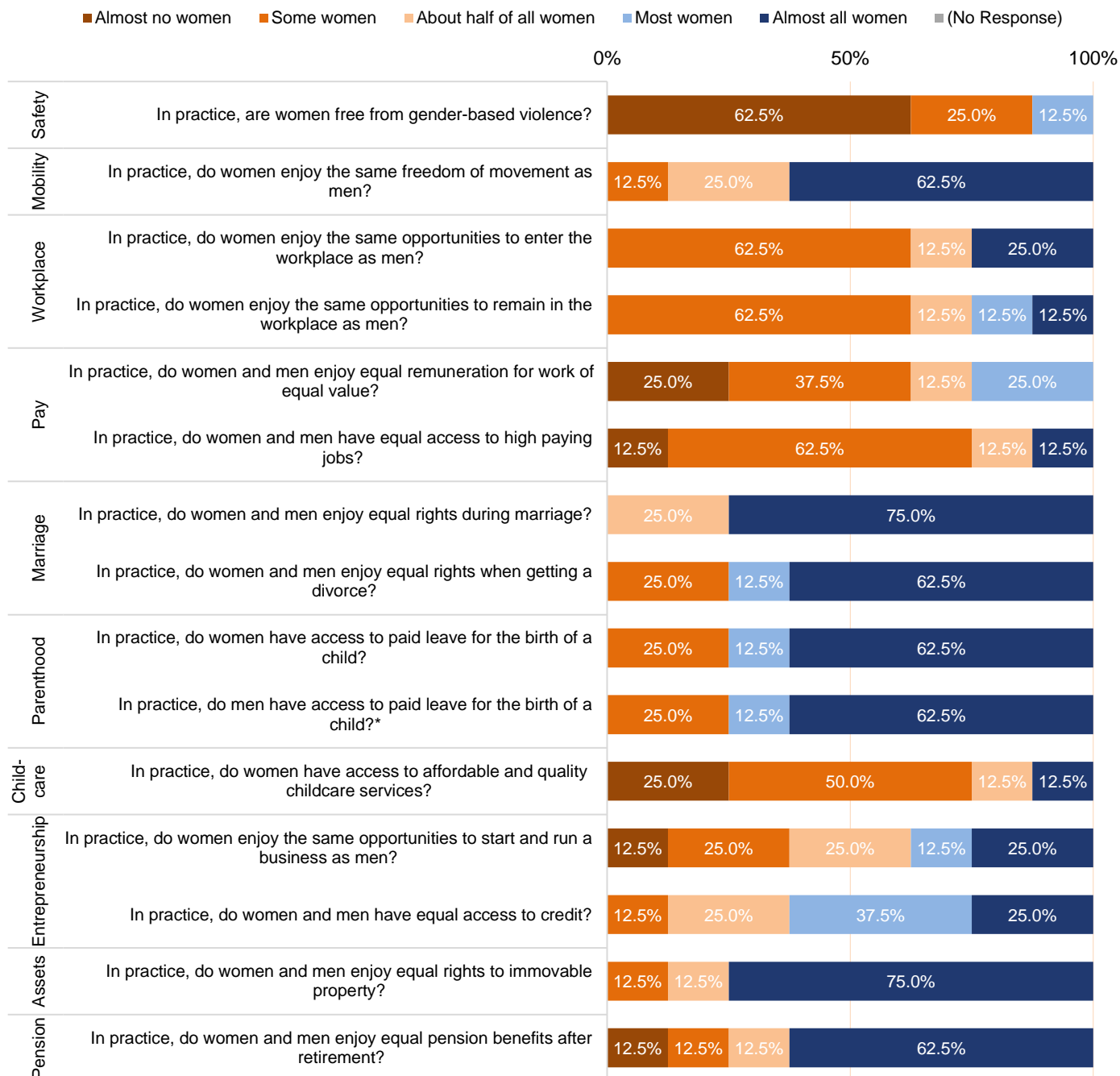
ANSWER SOURCE

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 Secretaria de Integracion Social de Bogotá; Sitio Oficial de la Alcaldia de Bogota; Sitio Oficial de la Comisión Económica para América Latina y el Caribe (CEPAL) en parceria con la Alcaldia Mayor de Bogota |
| 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.