











# Costa Rica

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>82.5</b>	<b>50.8</b>	<b>60.6</b>

*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 Costa Rica, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (San José). The scores for Costa Rica 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	100.0	100.0	75.0	100.0	100.0	75.0	50.0	25.0	100.0	100.0
Supportive frameworks score	75.0	100.0	33.3	0.0	66.7	66.7	50.0	66.7	0.0	50.0
Expert opinions score	25.0	87.5	50.0	50.0	81.3	75.0	25.0	37.5	75.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Costa Rica (82.5 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 laws affecting women’s safety, constraints on freedom of movement, laws affecting women’s pay, constraints related to marriage, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, Costa Rica obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Costa Rica is on the indicator measuring constraints on women starting and running a business. To improve on the Entrepreneurship indicator, Costa Rica may wish to consider making access to credit easier for women by prohibiting gender-based discrimination in financial services, legally prescribing a gender quota on corporate boards and introducing in the law gender-sensitive procurement provisions for public procurement processes.

The **WBL 2.0 supportive frameworks score** for Costa Rica (50.8 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 affecting

freedom of movement, Costa Rica obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Costa Rica is on the indicator measuring supportive frameworks affecting women's pay. To improve on the Pay indicator, Costa Rica may wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

The **WBL 2.0 expert opinions score** for Costa Rica (60.6 out of 100.0) is lower than the global average (65.7) and lower than the Latin America & Caribbean regional average (61.8). When it comes to expert opinions on women's pensions, Costa Rica obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Costa Rica is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Ley contra la Violencia Doméstica No. 7586, Arts. 2(a)(b)(c)(d)(e) y Cap. II; Ley de Penalización de la Violencia contra las Mujeres No. 8589, Arts. 1, 21-23, 25-27, 29-32, 34-39 y Cap. II; Código Procesal Penal, Art. 239(d)
Is there legislation on femicide?	Yes	Ley de Penalización de la Violencia contra las Mujeres No. 8589, Art. 21
Is there comprehensive legislation on sexual harassment?	Yes	Ley Contra el Hostigamiento Sexual en el Empleo y la Docencia, Arts. 2, 3, 12, 13, 35 y 37; Ley Contra el Acoso Sexual Callejero No. 9877, Arts. 5 y 6; Código Penal, Arts. 103, 175 ter-175 quater, 175 septies y 388 bis
Is there legislation on child marriage?	Yes	Código de Familia, Arts. 14(7) y 64; Código Penal, Arts. 176 y 179
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Ley general de migración y extrajерía, Arts. 138 y 252-254
Can a woman choose where to live in the same way as a man?	Yes	Código de Familia, Art. 2
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 Costa Rica, Arts. 13 y 14 (4-5); Ley de Opciones y Naturalizaciones, Art. 1
<b>Workplace</b>		
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 Núm. 2694, Arts. 1 y 5
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 para regular el teletrabajo No. 9738, Art. 1
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Ley para la protección de la igualdad salarial entre mujeres y hombres No. 9677, Art. 1; Ley de Promoción de la Igualdad Social de la Mujer, Art. 14
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?	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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Código de Familia, Art. 2
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código de Familia, Art. 2

Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código de Familia, Art. 48
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Código de Trabajo, Art. 95
Are leave benefits for mothers paid solely by the government?	No	Código de Trabajo, Art. 95
Is there paid leave available to fathers?	Yes	Código de Trabajo, Art. 95 b) ; Ley para combatir la discriminación laboral contra las mujeres en condición de maternidad No. 10211
Is dismissal of pregnant workers prohibited?	Yes	Código de Trabajo, Arts. 94 y 94 bis.
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Ley No. 9220 de 2014, Arts. 1, 2, 4 y 6
Does the law establish any form of support to families for childcare services?	Yes	Sitio Oficial del Instituto Mixto de Ayuda Social (IMAS)
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
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 on 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
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Código de Familia, Art. 40
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 572 y 573
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 572 y 573
Does the law provide for the valuation of nonmonetary contributions?	Yes	Código de Familia, Arts. 35, 40 y 41
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	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	Reglamento del Seguro de Invalidez, Vejez y Muerte 6898/1995, Art. 5
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?	Yes	Código de Trabajo, Art. 95

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		

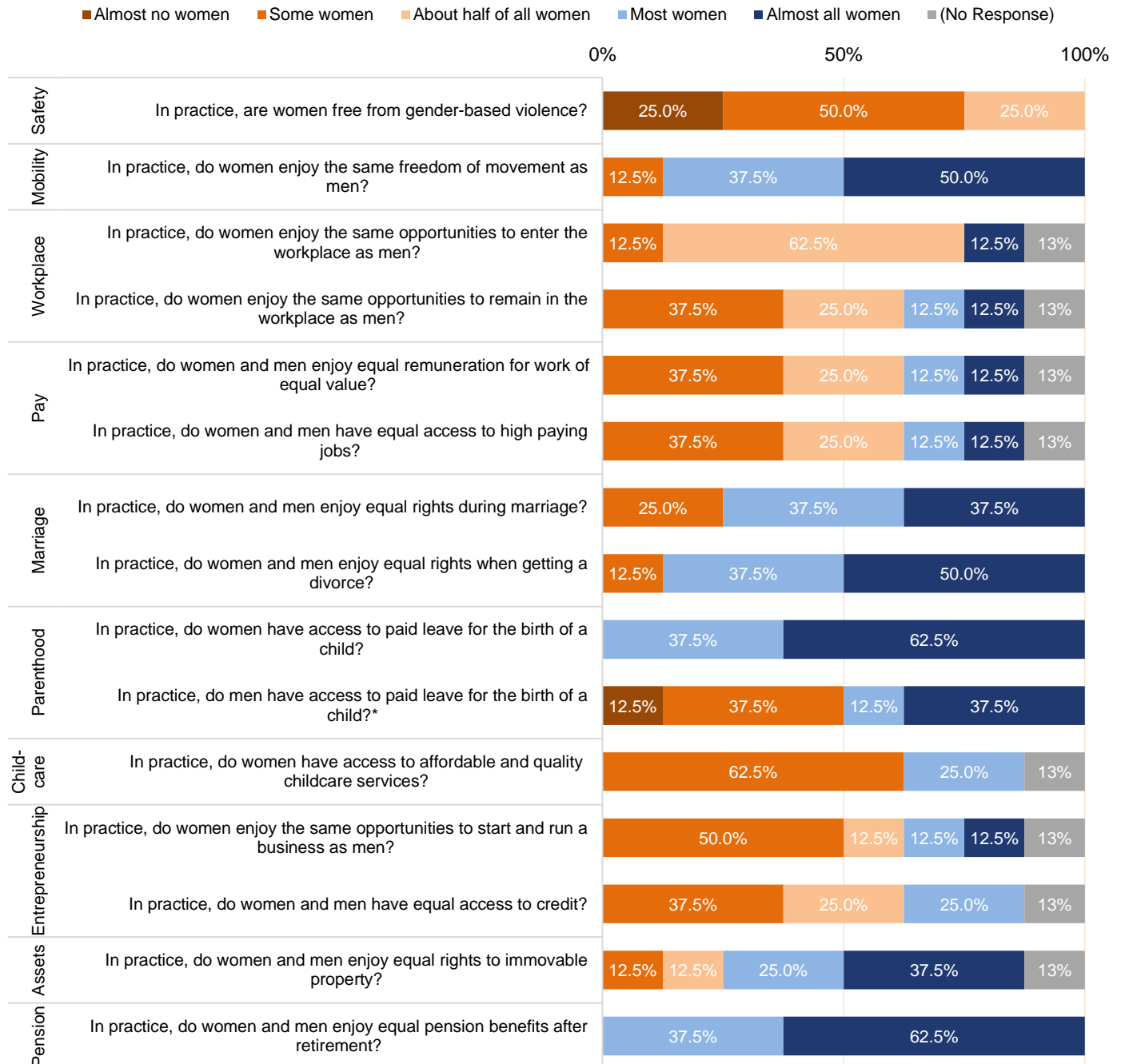
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Política nacional para la atención y la prevención de la violencia contra las mujeres de todas las edades - Costa Rica 2017-2032; Campaña contra el acoso callejero de la Municipalidad de San José; Campaña de la Policía Municipal de Escazú "Calladitos más bonitos"; Observatorio de violencia de género y acceso a la justicia; Delegación de la Mujer Línea de emergencia 9-1-1; Centro operativo de atención a la violencia intrafamiliar (COAVIF)
Are there special procedures for cases of sexual harassment?	Yes	Denuncia ante la Dirección Nacional de Inspección de Trabajo (DNI); Reglamento para prevenir, investigar y sancionar el Hostigamiento Sexual en el Ministerio de Educación Pública, Arts. 7-9 y 17
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Instituto Nacional de la Mujer (INAMU)
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	Yes	Plan de Acción para el Abordaje Transversal de Género en el Sector Transporte del Gran Área Metropolitana (GAM) de San José
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	INAMU - Igualdad de derechos y no discriminación por género: Guía de autoverificación para las empresas
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
<b>Pay</b>		
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?	No	Insufficient evidence located
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Código Procesal de Familia, Art. 9
Are there specialized family courts?	Yes	Ley Orgánica del Poder Judicial, Arts. 103 and 106; Código de Familia, Art. 8
Is legal aid available for family law disputes?	No	Insufficient evidence located
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Subsidios y Ayudas Económicas por Licencia de Maternidad - Caja Costarricense de Seguro Social (CCSS)
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	Encuesta Nacional de Uso del Tiempo 2022 - Instituto Nacional de Estadística y Censos
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Sitio Oficial de Red Nacional de Cuido y Desarrollo Infantil
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Web Oficial de Instituto Mixto de Ayuda Social (IMAS)
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
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Instituto Nacional de Estadística y Censos
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Programa Nacional de Mujeres Empresarias: "Mujer & Negocios" (PNME), Ministerio de Economía Industria y Comercio (MEIC); Implementación de las acciones contenidas en el documento lineamientos para el cierre de la brecha financiera entre mujeres y hombres en Costa Rica y su programa piloto
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	No	Insufficient evidence located
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?	No	Insufficient evidence located
<b>Pension</b>		
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	Recurso de Apelación - Tribunal Administrativo de la Seguridad Social del Régimen de Pensiones y Jubilaciones del Magisterio Nacional



## 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.