











Costa Rica

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
82.5	50.8	60.6

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 Legal frameworks score	100.0	100.0	75.0	100.0	100.0	75.0	50.0	25.0	100.0	100.0
WBL 2.0 Supportive frameworks score	75.0	100.0	33.3	0.0	66.7	66.7	50.0	66.7	0.0	50.0
WBL 2.0 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
Safety		
Does the law address child marriage?	Yes	Código de Familia, Arts. 14(7) y 64; Código Penal, Arts. 176 y 179
Does the law address 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
Does the law address 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)
Does the law address femicide?	Yes	Ley de Penalización de la Violencia contra las Mujeres No. 8589, Art. 21
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Código de Familia, Art. 2
Can a woman travel internationally in the same way as a man?	Yes	Ley general de migración y extrajjería, Arts. 138 y 252-254
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Constitución Política de Costa Rica, Arts. 13 y 14 (4-5); Ley de Opciones y Naturalizaciones, Art. 1
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions 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 allow employees to request flexible work?	Yes	Ley para regular el teletrabajo No. 9738, Art. 1
Pay		
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 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?	Yes	No restrictions could be located
Marriage		
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 be "head of household" or "head of family" in the same way as a man?	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
Parenthood		
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 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.
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Ley No. 9220 de 2014, Arts. 1, 2, 4 y 6
Does the law establish any form of support for families for childcare services?	Yes	Sitio Oficial del Instituto Mixto de Ayuda Social (IMAS)
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
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 for 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
Assets		
Do a woman and a man 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?	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
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Reglamento del Seguro de Invalidez, Vejez y Muerte 6898/1995, Art. 5
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Reglamento del Seguro de Invalidez, Vejez y Muerte 6898/1995, Art. 5
Is the mandatory retirement age for a woman and a man the same?	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

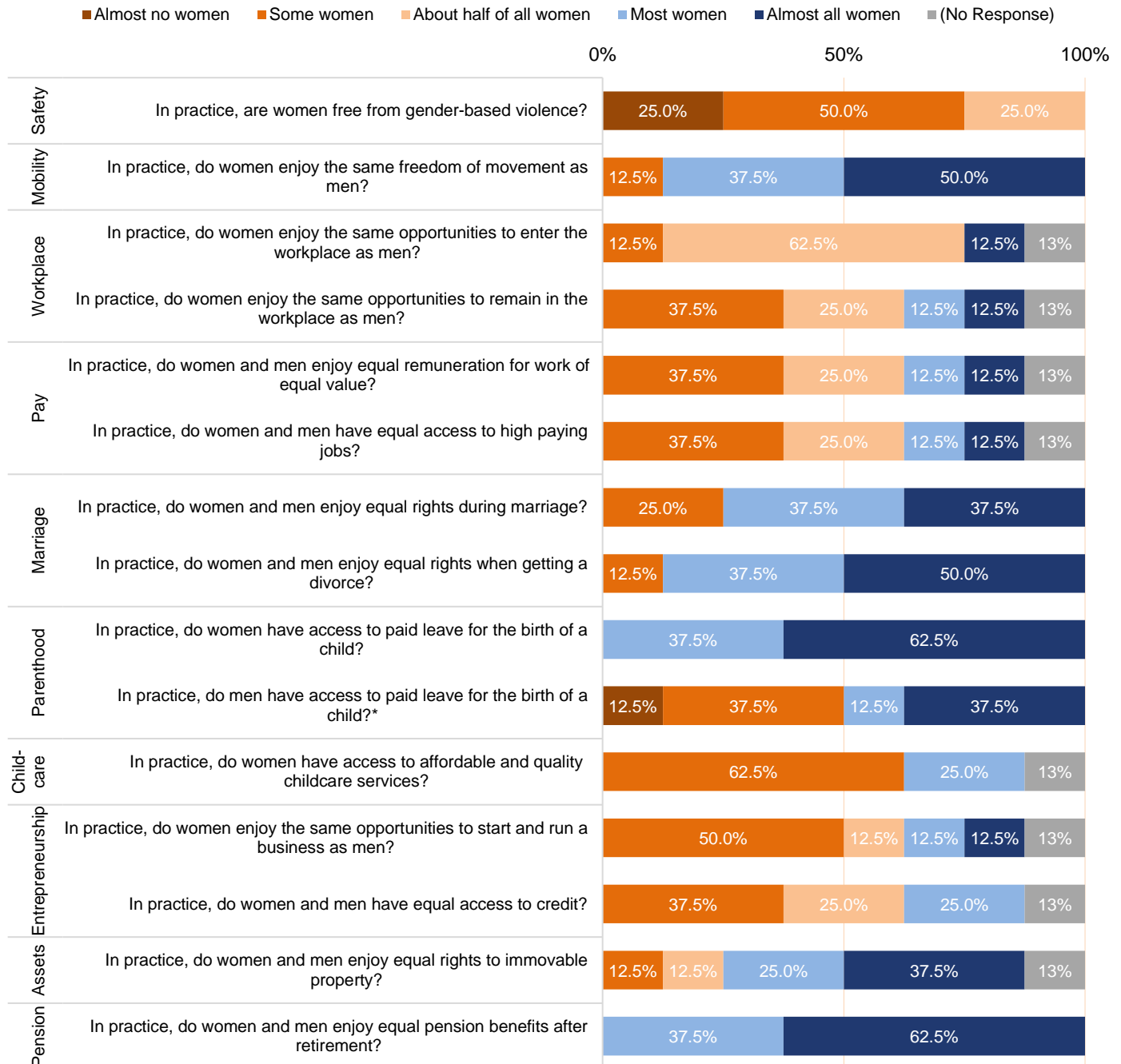
WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		

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 special procedures in place 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 a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Instituto Nacional de la Mujer (INAMU)
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider 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
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
Has the government published guidelines on nondiscrimination 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
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
Marriage		
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
Parenthood		
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
Have sex-disaggregated data on unpaid care work been published?	Yes	Encuesta Nacional de Uso del Tiempo 2022 - Instituto Nacional de Estadística y Censos
Childcare		
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 nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		

Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Instituto Nacional de Estadística y Censos
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	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
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is 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.