

Costa Rica

Women, Business and the Law 2024 (WBL2024) 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 (San José). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Costa Rica scores 91.9 out of 100.0**. The overall score for Costa Rica is higher than the regional average observed across Latin America and the Caribbean (81.2). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

Costa Rica - Scores for Women, Business and the Law 2024

Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2024 Index Score
100	100	100	100	60	75	100	100	91.9

Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Costa Rica gets a perfect score.

Areas for Improvement

When it comes to laws affecting women's work after having children, and constraints on women starting and running a business, Costa Rica could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Costa Rica is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Costa Rica may wish to consider making the government administer 100% of maternity leave benefits, and making paid parental leave available.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Costa Rica are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/costa-rica/2024>



	QUESTION	ANSWER	LEGAL BASIS
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 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	Ley general de migración y extrajería, Arts. 138 y 252-254; Procedimientos de solicitud de pasaporte
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
	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
	Is there legislation on sexual harassment in employment?	Yes	Ley Contra el Hostigamiento Sexual en el Empleo y la Docencia, Arts. 2, 3 y 12
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Ley Contra el Hostigamiento Sexual en el Empleo y la Docencia, Arts. 35 y 37
	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
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	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 in the same way as a man?	Yes	Código de Familia, Art. 2
	Is there legislation specifically addressing domestic violence?	Yes	Ley Contra la Violencia Doméstica; Ley de Penalización de la Violencia Contra las Mujeres
Parenthood	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
	Is paid leave of at least 14 weeks available to mothers?	Yes	Código de Trabajo, Art. 95
	Does the government pay 100% of maternity leave benefits?	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
Entrepreneurship	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Código de Trabajo, Arts. 94 y 94 bis.
	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	No restrictions could be located
Assets	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	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 female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 572 y 573
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código de Familia, Art. 40
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código de Familia, Arts. 35, 40 y 41
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Reglamento del Seguro de Invalidez, Vejez y Muerte 6898/1995, Art. 5
	Is the age at which men and women 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 men and women 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	