


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		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address 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)
Does the law address femicide?	Yes	Ley 599 de 2000, Art. 104A
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Art. 179
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 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 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 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 Sustantivo del Trabajo, Art. 10; Ley 1496 de 2011
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 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?	No	Código Sustantivo del Trabajo, Art. 242(2)
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Art. 176
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Código Civil, Art. 177
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 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 the provision of center-based childcare services?	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 for 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 for nonstate childcare providers?	Yes	Estatuto Tributario Nacional, Arts. 19, 107-2, 356(2) y 359
Does the law establish quality standards for the provision of center-based childcare services?	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 for 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 a woman and a man 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?	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 a woman and a man can retire with full pension benefits the same?	No	Ley Núm. 797 de 2003, Art. 9
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
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?	No	No applicable provisions could be located

WBL 2.0 supportive frameworks data

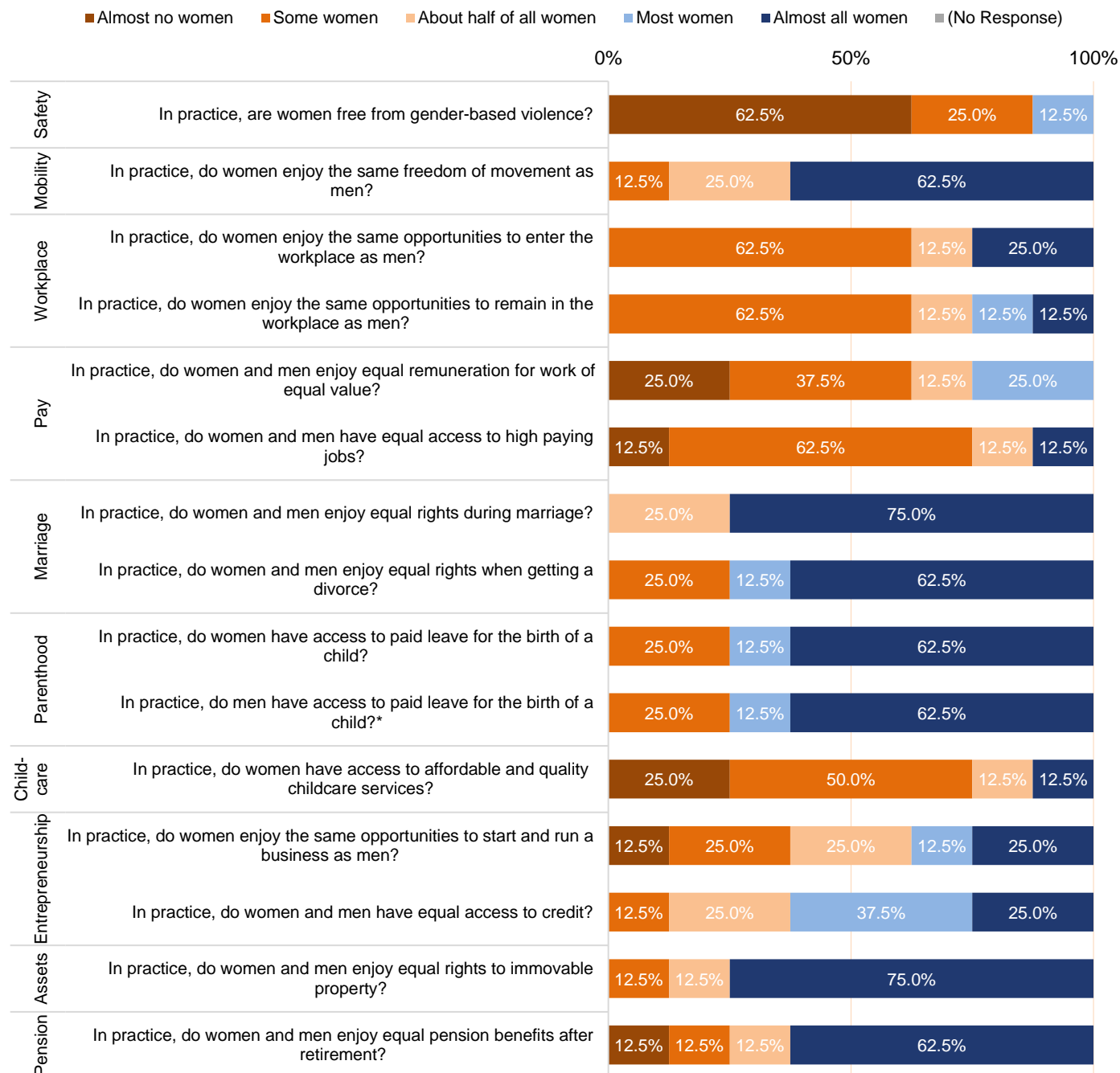
QUESTION	ANSWER	SOURCE
Safety		

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 special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Secretaría de la Mujer
Is an annual budgetary allocation devoted to 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 a woman and a man?	Yes	Procedimiento de solicitud de pasaporte
Are the application processes for official identity documents the same for a woman and a man?	Yes	Trámites de la cédula de ciudadanía
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
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	Circular Núm. 062 de 2021 Ministerio del Trabajo
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?	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
Have 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 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	Ministerio de Industria y Comercio, Informes de Tejido Empresarial; DANE, Departamento Administrativo Nacional de Estadísticas
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Fondo Mujer Emprende
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)?	Yes	Resolución 4180 de 2018
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?	Yes	Departamento Administrativo Nacional de Estadística
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	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.