

# FINAL REPORT

## *Costa Rica: Country Gender Profile*

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JANUARY, 2006

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### Presentation:

The purpose of this study is to acknowledge the situation of women in Costa Rica, from a gender perspective, using as reference the Women in Development Profile in Costa Rica, elaborated by the Japanese International Cooperation Agency (JICA) in 1998, and the evolution in regards to such document.

For its elaboration, secondary sources were mainly used, generated by international organizations and by national governmental and non-governmental institutions. As well as a few open interviews with gender specialists in different areas analyzed in this report.

This document visualizes sectors that according to the 1998 study were a priority to analyze, although it does not necessarily include fundamental categories from a gender-perspective analysis.

## **Abbreviations / Acronyms**

CCSS	Costa Rican Social Security Bureau
CEDAW	Elimination of all forms of discrimination against women Convention
CEN	Nutrition Center
CEPAL	Latin American Economic Commission
CINAI	Child Nutrition and Integral Attention Center
CNP	National Production Council
CONARE	National Council of Deans
COSECODENI	Social Organizations for the Defense of Children and Adolescent Rights Coordinator
GTZ	German Technical Cooperation
ICE	Costa Rican Institute of Electricity
IDA	Agrarian Development Institute
IIDH	Inter-American Institute of Human Rights
INA	National Learning Institute
INAMU	National Women's Institute
INCOPESCA	Costa Rican Fishing and Agriculture Institute
INEC	National Institute of Statistics and Census
IMAS	Institute of Mixed Social Aid
MAG	Ministry of Agriculture and Livestock
PAHO	Pan American Health Organization
GNP	Gross National Product
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNICEF	United Nations Children's Fund
UNFPA	United Nations Population's Fund
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immunodeficiency Syndrome

## Introduction:

The decade of the nineties was characterized by the search of social changes, which pretended to tackle the most pertinent problems of human development of the world, through the realization of world summits and conferences focused around Human Rights issues, such as the Environment, and Population and Development, among others.

Due to the presence of women in the public world and in different development processes, all these summits included criteria against social inequality.

As a result, a consolidation of gender equity concepts and the principle of gender equality were possible. These were being promoted for years, as part of a social struggle.

Similarly, during the decade of the nineties, it was observed how the principle of equality<sup>1</sup>, was being degraded for both genders, and even if almost par, it would not be defined as actual equality, because many of the processes are developed in a context of discrimination and disadvantage towards women, which attempts against gender equity.

The present document describes Costa Rica's experience from 1999 to 2005, considering the social relations within developed social constructions in the scope of objectives of gender equality and equity.

Gender perspective refers to the group of knowledge, intuitions, learning and attitudes accumulated by women and men through time, as a consequence of its place in society and from particular experiences, resulting from their life experiences, in a culturally gender divided world.

This document, shall analyze the persistent obstacles and challenges, as well as the identification of factors, which affect discrimination situations, reflecting the inequality gap between women and men.

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<sup>1</sup> Gender equality is understood as equality of rights, responsibilities and opportunities for women and men.

## 1. Basic Profiles of Costa Rica:

### 1.1 Socio-Economic Profile

Social-Economic Profile						Ref.	
Economic Indicators		GNP/Capita	GNP Actual Growth		Inflation	Gini Coefficient*	
		US\$ 4,670 (2004)	4,2% (2004)		10,9% (2004) (2))	0,465 (2004) (2))	1) 2)
Public Sector. Sector Expense (GNP %)		Health	Education	Social Aid	Defense	Others	
		6,9% (2004)	5,1% (2004)	5,5% (2004)	0.0% (2004)		5)
Population		Total	% urban population		Growth Rate		
	Total	4,1 million (2004)	61% (2004)		1,4% (2004)		1)
	Women	2,05 million (2004)	ND				1)
Industry/GNP		Agriculture	Industry (Manufacture/Industry)			Services	
		8.70%	28.50%			62.80%	1)
Working Population		Agriculture	Industry	Services	Aid/GNP		
	Sector Total (in thousands)	251.666 (2003)	244.710 (2003)	805.860 (2003)	0,2% (2003)		1)
	Women	5% (2003)	17% (2003)	77% (2003)			1)
Labor Indicators		Total	Unemployed	Min Wage*h	Women/Total		
	Total	2 million (2004)	226000 (2004)		Average Annual Wage in US\$		2)
	Women	36,8% (2004)	8.5% (2004)		Women 5,236 (2004)		2)
Decision Making		Women/Total			Women/Total		
	Congresswomen (2005)	35% (2004)			Administrators (2004)	1.50%	6)
	Ministers (2005)	25% ((2004))			Tecnical (2004)	21.50%	6)
	Viceministers	48% ((2004))					6)
Gender Law			Year	Details			
	Law 7769		1998	Ensure the improvement of the women's conditions of life, through an integral formation process.			3)
	Law 8101		2001	Establishes a gender equality strategy to share obligations derived from paternity/maternity			3)
	Laws 8128 and 8129		2001	Creation of Domestic Violence Courts within the Judicial Courts of Heredia, Alajuela, Cartago and San Jose, as subject specialized entities.			3)
Ratification and Signing of International Agreements on Women				Ratification		Year	
CEDAW				YES		1984	3)
CEDAW Facultative Protocol Approval and Ratification				YES		2001	3)
Developing Woman Policies							
	New Life Plan (2002-2006)		Attempts to professional train 360.000 women by INA				

	Building Opportunities	Program guided towards extremely poor teenage mothers, which can't satisfy their basic needs	3)
	Growing Together	Attention to Women in poverty conditions. Guided towards adult women, preferably heads of household, with or without, work training or formal education, with under aged children.	3)
<b>Responsible Government Institution</b>			
	State Institutions	INAMU	2)
		Independent Government Organization	

**References:**

- 1) World Development Report 2005, World Bank
- 2) Human Development Report 2005, UNDP
- 3) Legal Progress in women's human rights, INAMU
- 4) New Life Plan, Social Council, Presidency of the Republic
- 5) Public Sector Expenditure 2004, Treasury Department
- 6) Political exercise of women in Costa Rica, INAMU 2002-2006

\* See Glossary

## 1.2 Health Profile

Health Profile						Ref
Life Expectancy (2000)		Total 78,1 Men 75 Women 80		Population Growth	1,4 (2003)	2)
Health Service Expansion		Physicians per 100,000 inhab		173 (578 people/physician)	1,800 people per nurse (1998)	2)
	Health Government Expenditure		6,9 GNP (2004)			3)
Infant Mortality ratio per 1000				% Vaccination	children 1 year	
	Total	8 (2003)		BCG (2002)	85%	1)
	Women	ND		DPT (2004)	88%	2)
Mortality in Children under 5 years old ratio per 1000				Polio (2004)	90%	4)
	Total	10 (2003) (1))		Chicken Pox (2004)	88%	1) 4)
Family Planning		Contraceptive Prevalence rate	75%(1993)	Total Fertility Ratio	2,3(2003)	1)
	Physican attended births	98% (2001)		Age at Marriage	ND	1)
	Maternal Mortality Ratio per 100,000 births	43 (2000)	Newborn Underweight (%)		5 (1996)	1)
	Maternal Anemia ratio	28,5% (1998)				1)
Nutrition		Rehydrating therapy use Ratio			ND	
	Iodine Deficiency		Iodized Salt Consumption ND	Malnutrition	4% (00- 02)	2)
Health Community Services						
	Potable Water Access	97% Urban - rural (2002)	Adequate Health Service Access		92% urban- rural (2002)	2)
HIV/AIDS		HIV Infected (% between 15- 49 year of age)		AIDS cases		
	statistics	0,6% (2003)	196 Cases (2004) (4))			2) 4)

### References:

- 1) World Development Report 2005, World Bank.
- 2) Human Development Report 2005, UNDP
- 3) Public Sector Expenditure 2004, Treasury Department.
- 4) Eleventh Human Development Report. State of the Nation. 2005

### 1.3 Educational Profile

Educational Profile					Ref
Educational System		Elementary 6 years, Basic Education 9 years			
Education Public Expenditure					
	% of GNP	5,1% (2004)			3)
Educated Adult Ratio		95,8% (2003)			1)
	by region	ND			
Elementary Education Coverage		Net Registration Ratio	Dropout % (day)	(night)	
	Men	92% (2003)	4,8% (1998)	28,3% (1998)	1)
	Women	93% (2003)	4,2% (1998)	19,1% (1998)	1)
High School Education Coverage		Net Registration Ratio	Dropout % (day)	(night)	
	Men	64% (2003)	12,5% (1998)	38,1% (1998)	2)
	Women	69% (2003)	9,9% (1998)	28,0% (1998)	2)
Higher Education		Registration Ratio	Dropout % (day)	(night)	
	Men	15% (2003)	ND	ND	1)
	Women	18% (2003)	ND	ND	1)

#### References:

- 1) World Development Report 2005, World Bank.
- 2) Human Development Report 2005, UNDP.
- 3) Public Sector Expenditure 2004, Treasury Department.
- 4) Eleventh Human Development Report. State of the Nation 2005.

## 2. General Situation and Governmental Policies on Gender/WID in Costa Rica:

Costa Rica is located in Central America, and borders Nicaragua to the North, and with Panama to the South. It has a total area of 51.000 square kilometers, and boasts a population of 4.1 million inhabitants.

Also, regarding social indicators, according to the Human Development Report 2005, Costa Rica is in number 47 in Human Development Index, placing it within the range of countries with high human development, nonetheless when compared to 1998 it dropped its position from number 34, in regards to indicators on gender potential in Costa Rica for 2005, and is placed in number 19, which allows to evidence an improvement from 1998 when it placed 28, according to the United Nations Development Plan (UNPN).

Although the country is a small-scaled economy, it has demonstrated growth without deteriorated the main social economic indicators in the last two decades, showing an actual GNP growth of 4.2% for 2004, while in 1997 it was just 3.2%.

Regarding social investment from the Costa Rican state during the 1998-2003 period, it went from a 16% to 18.7% Gross National Product (GNP) divided in five big areas: education, health, social aid, housing and recreation and culture (See annex 1).

Regarding social investment for 2003-2004, according to data supplied by the Government Social Council<sup>2</sup>, it has divided its resources into three main planes:

- Social Aid and Protection,
- Human Capacity Development,
- Production and Employment Development

The second item occupies the greatest concentration of resources, followed by Production and Employment Development, dedicating a little less than Social Aid and Protection.

However, a few indicators on the social panorama of the country indicated that the progress obtained during the decade of the nineties settled some of the deterioration of the same.

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<sup>2</sup>UNICEF; Government Social Council of the Republic of Costa Rica. Institutional Performance Report 2003-2004.

For example, the indicators from the National Statistics and Census Institute (NSCI), state that the percentage for 2004, of poor homes of the total Costa Rican population reached 21.7% compared to 1998 with 19.7%.<sup>3</sup>

## 2.1. General Situation of Women in Costa Rica:

After the approval of Social Women's Equality Law in 1990, several efforts were generated to attain gender equity, and in regards to the creation of opportunity for women, it generated positive results, for example:

In Education, women today, compared to the decade of the nineties, have a higher level of education, which goes from average grades to the highest registration in universities, which affects in a greater female participation as professionals and technicians, and where according to data from CONARE (2004), close to 60% of university graduates are female.

In Health, the indicators in table 1.2 show some progress, such as the case of hope of life at birth, where the differential increases every time. Furthermore, certain initiatives have started regarding action execution, which promote integral health for women, such as improvement of the vaginal cytology coverage, which helps prevent Cervical Uterus cancer.

Adversely, the manifestation of violence against women in Costa Rica, are still an alarming problem, because domestic violence reports skyrocketed from 20.996 in 1998 to 48.073 in 2004; the yearly average of women killed by their partners or expartners in domestic violence, was 20 between 2000 and 2004.<sup>4</sup>

Sexual violence is another point of concern, which has had serious implications, reporting a yearly average of police reports of people handling, child corruption and pimping increased from 185 police reports in 1999 to 345 in 2000.<sup>5</sup>

For the year 2004, 14.346 births were registered to mothers with ages 15 to 19 years old; the percentage of female heads of households reached 6.4% of the population total, where the total of homes lead by poor women and in extreme poverty was 69.332, which represents 33.6% of poor homes and 37.9% of homes in extreme poverty.

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<sup>3</sup> Sustainable Development of the State of the Nation Program, **Eleventh Human Sustainable Development of the State of the Nation Report**. San Jose. State of the Nation Program. 2005. Page. 367.

<sup>4</sup> Idem Page 69

<sup>5</sup> INAMU. II-III CEDAW Compliance in Costa Rica Report 1998-2002. 2003. Page 85

In Employment, which is related to educational development, the country in the last decade, has maintained a constant work insertion from the female population, but unemployment affects women more than men. For 2004, open female unemployment was 8.5% compared to 5.4% for men.<sup>6</sup>

The political panorama of the nineties has also changed; with a growing participation from women in the political processes and decision-making, evidenced by a 19.3% of congresswomen during the 1998-2002 period, while for the 2002-2006 period it rose to 35%<sup>7</sup>. Part of this growth is due to the creation of a law, which stipulates as mandatory, a 40% minimum participation of women in political processes.

## 2.2. Governmental Policies on Women / WID:

Costa Rica does not have a public policy dedicated to women, however there have been efforts for the development of a governmental policy on women, and from every institution different actions are promoted and implemented to ensure gender equity and equality.

With a minimum 40% quota, it seeks to ensure the effective integration of women in decision-making organizations of a party, as well as popular election positions.

With this, the percentage of mayoresses in the 2002 elections, was only 8.64% compared to an elevated number of assistant mayoresses, reaching 53.09%, furthermore they were elected as syndicates with 27.6% compared to 70.26% for assistant syndicates<sup>8</sup>, which reflects certain resistance from political parties to place women in the first places of their party.

The different sectors indicated by the Report, present specific policies developed by the country for each area.

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<sup>6</sup> INEC. Multiple Purpose Home Survey. 2004. Main Results. San Jose.

<sup>7</sup> INAMU. Political Exercise of Women in Costa Rica, 2002-2006

<sup>8</sup> INAMU. Women Political Participation 2005. [www.inamu.go.cr/web/inamu/inicio](http://www.inamu.go.cr/web/inamu/inicio)

### 2.2.1. Gender Laws /WID:

From 1998 to 2005, several legal adjustments have occurred in search of gender equity, amongst them:

Table N° 1

#### Gender Law or Reform

Law	Year	Description
Law of Attention to Women in Poverty Conditions	1998	Ensure the improvement of the conditions of life of women, through the processes of integral formation, including: <ul style="list-style-type: none"> <li>• Human formation training.</li> <li>• Technical Labor training.</li> <li>• Work and productive Insertion.</li> <li>• Access to decent housing.</li> <li>• Economic incentive related to training processes.</li> </ul>
Law 8101 or Responsible Father Law	2001	Among the main measures established by this law, is the fact that in case of a paternal/maternal lawsuit, one of the parties does not wish to recognize their children, the court can force a DNA test, and confirm, through scientific testing, paternity of child, establishing therefore immediate rights of payment for maternal spending to adequately raise such child, and cover medical expenses and others, as well as establishing the obligation of payment of child support for the maintenance of the child. As well as the registration or the reporting of a child, born outside the marriage, so that parents can register child with both surnames, without complying with major requisites at Civil Registry. Also established was the prohibition of discrimination of gender, ethnicity, religion, or age of each worker. It's an amendment focused to protect minorities and women.
Laws 8128 and 8129 or the Creation of Domestic Violence Court in different courts circuits around the country Law	2001	The law establishes the creation of Domestic Violence Courts in Alajuela, Cartago, Heredia and San Jose, to process claims for this type of treatment, as well as being a specialized entity in regards to proper case resolutions.
Amendment to law 8107, known as Code of Labor.	2001	Punishment created for those employers which discriminate and found guilty, shall pay the corresponding 12-month salary to affected person, and relocation.

### 2.3. Governmental Institution with women population portfolio:

#### 2.3.1. Context

In 1974 the Women and Family Program Office is created within the Ministry of Culture, Youth and Sports. Said instance grew until in 1986 it was converted to what is now known as the National Center for the Development of Women and Family, still within the same Ministry.

In 1998, when the National Women's Institute was created by Law Number 7801, constituted it as an autonomous institution, decentralized and with the possibility of exercising actions, regarding women's matters, freely and as regulator of such subject. It also allows it to have its own budget, which is allocated every year, and cannot be eliminated by budgetary cuts.

The National Women's Institute (INAMU) was created as an institution necessary for the attention and pursuance of all initiatives proposed in the country to obtain gender equity. In the past there existed several instances, which developed this type of work, internally within several Ministries, and were given limited action, resulting from a low budget allocated to such work.

Its mission is to "Promote and aid women's human rights, to contribute with the construction of a society, fair and equal, which guarantee gender equity."<sup>9</sup>

Amongst its attributions are to coordinate Public Administration Actions to promote gender equity, promote the creation of ministerial, sector and municipal offices for women, execute and create plans for family development, assist in judicial processes which can require the support of the institution, promote the association of women, amongst others.

It is also necessary to mention that the Executive Presidency of INAMU is occupied by a women designated as Minister of the Condition of Women. This allows taking decision-making women's issues to a very high level, influencing the formulation of governmental and planning policies from a gender perspective.

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<sup>9</sup> **Missin, Visin, Values**, INAMU. [www.inamu.go.cr](http://www.inamu.go.cr) December 19th 2005

### 2.3.2 Budget and Personnel:

For 2005, INAMU had a budget of 743.451.206 colones –equivalent to USD \$1.510.711<sup>10</sup>- as of January 2006, for its operation, using different items required for such purpose.

According to journalist notes, INAMU did not use 1.200 million colones of this budget, and legally donated it to other governmental institutions, such as: the National Emergency Commission, and Housing Credit Bank in amount of 400 million and 800 million, respectively<sup>11</sup>. However, for this same period, it carried out a limited campaign against child pregnancy (November 2005), but unfortunately did not have sufficient financial resources to take the campaign throughout the entire country, and promoted by the same entity.<sup>12</sup>

INAMU is comprised by a Board of Directors, followed by an Executive President, a Legal Council Department, Planning Unit, Technical Department, and Administrative-Financial Department, and External Auditing. A Women's Forum supports or discusses initiatives, which promotes INAMU in a consultation manner, where different organizations and instances work regarding women issues.

In the Technical Department there exists a subdivision in different action areas, according to the case, and equal to the Administrative-Financial Department (See details in Annex 2).

<sup>10</sup> Currency exchange rate for November 28th 2005, according to Central Bank of Costa Rica.

<sup>11</sup> La Nación Newspaper. Minister to render accounts. Opinion Section. January 5th 2006.

2.3.3. Main Activities: <sup>12</sup> La Nación Newspaper. Lazan Limitada Campaign against Child pregnancy. Domestic Section. November 28th, 2005.

Among the main activities throughout the 2002-2006 administration, are the following:

- Development of activities in different areas, such as: domestic violence, sexual harassment, women's access to justice, young girl, adolescent and youth autonomous life project, work and employment for women, full and satisfactory sexuality for women, political participation of women, rural women rights, integral health of women, women's education, credit for women and women citizenship.

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<sup>10</sup> Currency exchange rate for November 28th 2005, according to Central Bank of Costa Rica.

<sup>11</sup> La Nación Newspaper. Minister to render accounts. Opinion Section. January 5th 2006.

<sup>12</sup> La Nación Newspaper. Lazan Limitada Campaign against Child pregnancy. Domestic Section. November 28th, 2005.

- The empowerment of women through the strengthening of personal and social resources in the exercise of leadership, the promotion of negotiation tables, and social dialogue in local and regional areas.

### 3. General Situation of Women by Sector

This part attempts to refer to different sectors where women's participation has influenced the development processes; each of these sectors maintains a relation with the others, due because, if any of these indicate any problems of participation or development, it will cause repercussion in other areas; and is evidenced by the relation which exists between education and employment; at a lower educational levels lower are the possibilities of employment.

#### 3.1. Education

##### 3.1.1. General Situation:

As shown in Table 1.3 Education Profile, the investment that the government makes in education is "5.1% of GNP"<sup>13</sup>, considering that elementary education is free and obligatory.

In regards to dropout rates, we evidence that the greater the educational level, greater is the percentage of student dropout. In the III scholar cycle case for 2002 it was 60.4% and for the IV scholar cycle it was 73.1 %<sup>14</sup>. These numbers are alarming, given the fact that this phenomenon can truncate the educational process of the population, and with it less possibilities of obtaining employment with fair salaries for adequate and acceptable quality of life.

##### 3.1.2 Gender Equality

Regarding this point, it is clear that for the different consulted references on student population at different levels, it indicates a clear majority of registered women, which places women in a group with greater possibilities of professional growth and formation, however, there is still a lack of education provided from a gender perspective.

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<sup>13</sup> **Sector Public Sector Expenditure 2004**, Treasury Department. Datos en línea: <https://www.hacienda.go.cr/>

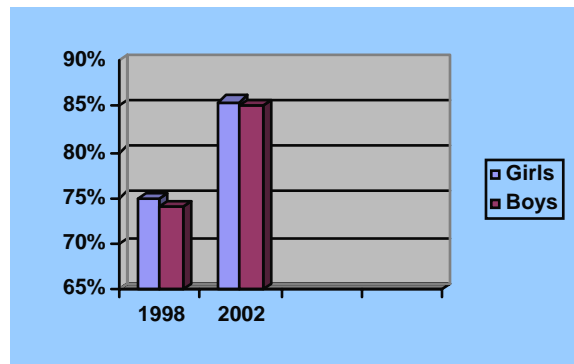
<sup>14</sup> Idem

### 3.1.3 Pre-school

Pre-school education has had many changes in Costa Rica. Ten years ago it was considered as the year before entering elementary school, however with family customs changes where the mother works, it is absolutely necessary that the children be looked after in their absence. These educational centers have subdivided into what is called daycare and preparatory, which initiates the child at an earlier age into the formal educational process.

According to the data obtained in the Alternate Report from the Social Organization for Defense of Child and Adolescent Rights (COSECODENI), the total children who attend daycare before going into elementary school are:

Graph 1  
Percentages:  
Children who attended preschool  
(1998 and 2002)



Source: Alternate Report 1998-2003, COSECODENI

### 3.1.4 Elementary and High-School Education:

The Human Development Report 2005 indicates that the gross total registration rate for elementary and high school education and Higher Education<sup>15</sup> is 69% for women and 67% for men for 2002-2003.

Regarding elementary, 91%<sup>16</sup> of females registered represents 1,02% compared to the rate of men for the same age.

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<sup>15</sup> Higher education refers to all those individuals who attend university.

It's important to consider that our elementary educational system encompasses; I and II Basic Scholar Cycles, and in terms of gross educational rates, Scholar Cycle I was 110,3% in 2002 and 99,6% for Scholar Cycle II for the same year. <sup>16</sup>

The following table refers to elementary school dropout:

Table N° 2

**I and II Scholar Cycle Student Dropouts**

Men	30,1%
Women	24,7%

SOURCE: Alternate Report 1998-2003, COSECODENI

For High School, the percentage of women is 55%, which represents 1.09% more compared to men. Gross scholar rate for Scholar Cycle III is 77.2% in 2002, and for diversified education or IV Scholar Cycle it was 48,4%<sup>17</sup> in 2002.

Now, it is important to reflect the amount of individuals that actually concluded regular education. As shown in the following table, the percentage of registered individuals that have satisfactorily completed each scholar cycle:

Table N° 3

**Regular Education Performance**

	<b>Total Approved</b>	<b>Partially flunked</b>	<b>Failed</b>
<b>Schools</b>	85%	8%	7%
Men	83%	10%	7%
Women	85%	10%	5%
<b>Night Schools</b>	90%	3%	7%
Men	86%	4%	10%
Women	93%	2%	5%
<b>High-Schools</b>	56%	32%	12%
Men	52%	33%	15%
Woman	59%	31%	9%

SOURCE: Ministry of Public Education, Department of Statistics. 2003.

<sup>16</sup> Sustainable Development of the State of the Nation Program. **Eleventh Human Sustainable Development of the State of the Nation Report**. San Jose. State of the Nation Program 2005.

<sup>17</sup> Ditto

### 3.1.5 Technical and University Education

There are two options in order to access technical education in Costa Rica: through technical vocational schools, that allows IV Scholar Cycle (high school) students to course a career, so that when graduated shall have a technical diploma, to be used as either as a profession or as a base for formal university studies. And the second option is to participate in the educational courses offered by the National Learning Institute (INA), which provides technical information to adult individuals as a complement to their educational process, and in certain cases, as an option to learn a new work profession. It is for this reason that the data was shown separately, in order to show technical education coverage.

Currently, there are 80 Technical Professional Schools, and the initial registration data for III Scholar Cycle and Technical Diversified Education (high school) show that of the total of registered young people, 49.5% are men and 50.5% are women<sup>18</sup>; the majority of registered students come from rural areas, and belong to public educational institutions.

The segmentation on career or technical expertise selection is affected by existing social roles on those specialties categorized as female or male. For example, data indicates that 84.6% of the total registered for Secretaryship are female, and only 8,6%<sup>19</sup> were registered for Tooling Mechanics. We also find a similar situation with other specialties such as Industrial Textiles, which concentrates a high percentage of women, when compared to modern and competitive specialties such Electrotechnics and Electronics, which is conformed mainly by men.

In 2004, 84.615 men and 94.958 women received a formative education from INA. And in regards to the amount of those who approved this formative educational process, 74.661 were men and 78.708 were women, for the same year.<sup>20</sup>

We can see that there is a great dropout rate with women in this area. There is a difference, estimated around 16.000, between the amount of women that completed this educational formation and those that were registered.

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<sup>18</sup> Ministry of Public Education. Department of Statistics. 2003.

<sup>19</sup> Ditto

<sup>20</sup> Ob. cit. Page 386

When referring to university education, we observe that there are a series of factors that impedes individuals to enter the university; among them we find the necessary requirements of admission into public universities; such as admissions tests and maximum number of students per program.

This leaves many students without the possibility of study for that year. Private universities have tackled this issue from a different perspective. Their admission systems are less elaborated and complicated and because there are so many of them, they can absorb the rest of the population that otherwise could not get admitted into the public universities. Nonetheless these private universities require the individual to have sufficient and adequate financial resources to pay the high tuition fees, or request a student loan. Therefore we observe the hindering issue for individuals to access higher education.

According to INEC Home Survey 2002, the total university student population was 154.972, of which 72.617 were men, representing 46,9% of the total, and 82.355 were women at 53,1% of total. Following this pattern in the education between women and men, the main areas of demand are commerce and service.

In regards to relation between university graduates and the difference among genders for each area, we observe that the percentage of women compared to men that obtain an academic diploma, was 368,7% for 2004, while engineering obtained 31,2%<sup>21</sup> for that same year. The same is repeated in technical education, due to the social role there are careers in which the women participation was reduced, and others, which they were the majority of the graduated population.

### 3.1.6 Adult Education and Illiteracy

Adult education is focused on the population above 15 years of age, which has not had the opportunity to at least, complete elementary education. (Primary or elementary education is considered free and mandatory by the State), which has resulted in a night schooling system. In 2002, 8561 individual attended night school, although no data was available for the number of women that attended.

Regarding literacy among women and men; according to population census performed by INEC in 2000, women ranked at 98% while men were slightly below with 97.2%.

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<sup>21</sup> Ditto. Page 387

### 3.2. Health:

Women in Costa Rica have shown big indicator differences, which depend on the area of residence and their educational level. Women with higher education and living in urban area report improved indexes.

In regards to yearly annual population mortality rate for both genders, the main cause of death since 1998 to this day, is due to body circulatory system problems; followed by tumors, especially stomach tumors. The mortality value of adult women for every 1000 inhabitants, according to the World Health Organization for 2003, was 76 individuals, while for adult men 129.

On the other hand, women mortality rate caused by uterus cancer has rising from 9.4% in 1998 to 10% in 2003; but in contrast, breast cancer has significantly declined from 7.7% in 1998 to 5.5% in 2003.<sup>22</sup>

#### 3.2.1. Gender Equality Policy

The Ministry of Health has a National Health Policy, which contemplates, the efforts from a gender and equity perspective, as a transversal axis; nonetheless in areas of intervention there is no clause, which specifically determines women.

A few legislations and regulations originated in the 1998-2005 period have been identified, which promote the protection of the integral health of women, such as:

Table N° 4  
**Legislation that promotes the integral health of women**

Name	Date	Description
General Law on HIV/AIDS	1998	Deals with health education and promotion, and epidemiological prevention, diagnosis, surveillance and HIV/AIDS attention and research, as well as rights and duties of HIV individuals, AIDS patients and other inhabitants of the Republic.
Executive Decree N° 27913-S	1999	Creation of the Interinstitutional Commission on Reproductive and Sexual Health and Rights.
Rights and Duties of Public and Private Health service users	2002	Protection of the rights and obligations of users of all public and private health services established nationwide.

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<sup>22</sup> Ditto. Page 388

### 3.2.2 Nutrition

The nutritional conditions of underage people have been affected by obesity, and in particular women. The persistence of a malnutrition percentage for the total population reached 4% for the years 2000-2002.

The Nutrition and Child Development Program of the Ministry of Health attended 17.381 children (no gender specific data was available) for 2003, of which 20.68% were slightly malnourished, 2.42% were moderately malnourished and 0.06% severely malnourished. The regions of the country, which present the greatest indexes of malnutrition, are: South Central, Chorotega, Central North and Central East.

The 1 to 6 years of age group is the one, which presents the least difference by gender in regards to overweightness, but starting from 7 years of age, data shows that females constitute the majority of the overweight and obesity cases. The rural areas not only show the greatest incidence of this problem, at a nationwide level, but also show greater differences by gender. For example in 2000, rural areas indicated percentages of girls (7 to 12 years old), which were affected by obesity, doubling that of boys (9,1% and 18,4% respectively). <sup>23</sup>

In fact, while in 1996 the national obesity prevalence average for fertile women was 45.9%; in rural areas it reached 50.6, and for 2000 a reported increase took it to 56.4% of total women between the ages of 19 and 44 years of age. <sup>24</sup>

On the other hand, vaccination coverage for children under one year of age was estimated at 91.60% for BCG vaccine, 94.29% for DPT3 coverage. Children between one year and three months registered a 93.57% SRP vaccine coverage.

### 3.2.3 Reproductive and Sexual Health:

From 1999, after approving Decree Number 27913-S, which acknowledges that any individual over 18 years of age has the power to freely select about their reproductive and sexual health, and has shown an increase of surgical sterilization of women.

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<sup>23</sup> PAHO, Ministry of Health. Nutritional and Food Condition Situation of Costa Rica. 2003.

<sup>24</sup> Ditto.

The Department of Statistics of the Costa Rican Social Security Bureau (CCSS) registered in 2000, 15.174 cases of women sterilization, but only 105 for men, between the ages of 20 and 34. This data are for those individuals who sought clinical and hospital service. Currently, there are very few men who have opted for this method, which is a concern because it denotes a lack of education on existing implications that women go through with sterilization surgical interventions, which are more risky than a vasectomy.

Also, there has been a decrease of annual population growth; 2.3% for 1997 and 2.5% for 2003. This can be linked to a social cultural change promoted by the Law of Responsible Father, which states that conception, birth control and all that related to reproduction, is not just responsibility of the woman.

In regards to contraceptive methods, Costa Rica has the highest use at a Central American level, however undesired fecundity in the country reaches 42%.<sup>25</sup>

Amongst the most commonly used contraceptive methods, are: orally prescribed control, DIU, injectables such as Mesigyna and Norplant, and of course the condom. Also, traditional periodic abstinence methods are still used, and known as rhythm.

Emergency contraceptive methods, are not offered by the CCSS, therefore total population usage is unavailable, which generates a lack of attention protocol for those who have used it.

This carries us to reflect on abortion numbers. Penalized by law, and considered a public action crime in Costa Rica, except for therapeutic abortion. In 2001, CCSS registered that nationwide it attended a total of 3.528.972 emergency attention individuals, of which only 0.12% were related to abortions.<sup>26</sup> From 1991 to 2002 close to 40 police claims were reported related to abortions. No indication was provided on the exact form of development of this illegal practice, although in 1993 there was an estimated 8.500 illegal abortions.<sup>27</sup>

The service provided in the country to inform the population on reproductive and sexual rights issues is through public counseling, which consist of seminars, mainly in hospitals, focused on reproductive health, as well as different possibilities of birth control, including sterilization, are open to the public in general.

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<sup>25</sup> Women's Policy Agenda. Shadow Report Costa Rica, 2003. San Jose. UNFPA. Page 18.

<sup>26</sup> CCSS, Health Services Department of Statistics. 2003

<sup>27</sup> Ob cit. Page 178

The formal education system also does efforts to tackle subject about sexuality, sexual health and sexual rights of the population, even though limitations persist regarding sexual education from a rights perspective, mainly for adolescent students.

A CCSS integral adolescent attention program exists, where main phone counseling (1998-2003 period received an annual average of 11.688 calls) coming from adolescents, mainly women, are about sexuality, pregnancy, couple intercourse. In 2002 this program had a 30.1%<sup>28</sup> nationwide coverage.

#### 3.2.4 Maternal Health

In 2000, according to PNUD and the Social Council of the Republic of Costa Rica, maternal deaths in the country could have been prevented in 80% of the cases. The main causes for maternal mortality include birth complications, postpartum hemorrhaging, pregnancy hypertension syndrome, abortions and puerperium difficulties.

However, the percentage of hospital births for 2003, was 99.4%, and has seen a rising tendency since 1998 when it was at 93%. This data does not however reflect the quality of attended births, therefore the percentages of attended births is high. Not all women included in this percentage had complete prenatal controls, for example in 1998, the percentage of pregnant women in the first three months of pregnancy was just 39.9% of the total, while in 2003 it reached a total of 52%.

A maternal mortality assessment system has been created to achieve a reduction of maternal deaths. One factor, which has influenced maternal deaths, is the violation of maternal/prenatal attention standards and the lack of identification of pregnant women in risk, due to the fact that certain general physicians are not trained to attend high-risk obstetric women.

Another factor that has had repercussion in maternal mortality has been the propagation and rise of pregnant teenage mothers, shown in Table no.5. For 1998, the amount of mothers under the age of 18 reached 7151.<sup>29</sup> The majority of pregnancies in underage teenagers are comprised between the ages of 15 and 17 years of age.

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<sup>28</sup> Ditto.

<sup>29</sup> UNICEF, PRIDENA. IV Child and Adolescent Right Status in Costa Rica. San Jose. 2004. Page 45

Table N° 5  
Pregnancies in Adolescent and Young Mothers

	2002	2004
Females under 15 years	473	446
Females between 15-19 years	13981	14346

Source: INEC. On-line data.

Regarding health attention towards teenage mothers, the Ministry of Health indicates that for 2000, 3.3% of teenage mothers under 20 did not seek any type of birth control.

### 3.2.5 HIV/AIDS

No exact data is available for those infected with HIV, because it was not until 2003, when the national system of health surveillance organization and operation regulation came into effect, and started to include HIV infections in the list of mandatory illness notification.

The HIV/AIDS mortality rate in general has increased. From 1990 to 2003 this increase has rose 5 times, with 1997 presenting the majority of death cases from this disease during the time of analysis. This represented 4,8 for every thousand inhabitants, with the majority being men. In the case of women, it is important to note that the sustained mortality rate growth, rose from 0.9% in 1995 to 1% in 2003, for every 100.000 inhabitants.<sup>30</sup>

## 3.3. Agriculture, Hunting, Farming and Fishing:

### 3.3.1. General Situation

Even though no exact date is available to indicate the actual situation of women in this sector, at least there are a few statistics showing the situation of the population dedicated to these activities. According to the a study performed by the Arias Foundation, in 2002, from the country's total work force, 19.6% worked in agricultural activities, representing 245.910<sup>31</sup> people. If we refer specifically to fishing, the total individuals, which dedicated to this activity is estimated at 8.540 people, of which only 4,9%<sup>32</sup> are women. No segmented data was available for the total women and men sector population.

<sup>30</sup> Social Council of the Government of Costa Rica; United Nations System in Costa Rica. **First Report of Costa Rica on the progress of the Compliance of the Objective of Development of the Millenium.** 2004, San Jose. Page 71.

<sup>31</sup> Sustainable Development of the State of the Nation Program. **Eleventh Human Sustainable Development of the State of the Nation Report.** San Jose. State of the Nation Program. 2005. Page 356.

<sup>32</sup> **II-III CEDAW Compliance Report of Costa Rica 1998-2002.** INAMU, San Jose, Costa Rica, 2003. Page 118.

The majority of women from rural areas dedicated to agricultural activities, state that they also dedicate to multiple activities, but don't specify which activities. They represent 53.07% of the population, while 46.93% dedicate their time to reproductive work, such as household chores, childcare). 95.16% report domestic chores as one or exclusive activity.<sup>33</sup>

Other activities which women dedicate to, apart from those already indicated are: 32,09% combined agriculture with domestic chores, 11.86% farming, 15.82% other activities such as domestic chores outside their own homes, chicken farms, cattle care, sale and elaboration of arts and crafts, Tilapia production, food preparation and sale, among others.<sup>34</sup>

Government investment, which ensures that the productive sector of the country complies with those conditions established by international agreements and national laws on gender equality, corresponds directly to INAMU, which coordinates with different bodies in charge of incentive and supervision of the production sector for program financing that allow women, greater participation and opportunities of employment. For 2003, according to the National Bank, 11.129 credits were reported, that were granted for agricultural, fishing, farming and hunting activities. Of these activities 969 were granted to women, representing 8.7% of total granted credits.

This clearly shows that women have low participation in the process, or are not object of credit for the sector. However, it is relative to state that they have no participation, because data from the Ministry of Agriculture and Livestock (MAG) and INAMU, for 2003, reported that 102 women participated in INA training processes compared to only 70 men, in regards to small scale farming and animal husbandry production project participation.

The problems that women face to obtain agricultural activity development credits are constant. The greatest struggle that female farmer organizations currently face, to either acquire land or obtain credit, is to change the requirements demanded by government institutions and banks. Currently any of these procedures imply that they must indicate, in case of being heads of household, that they must have an adult son, and if not indicated, the woman's possibility of benefiting from the credit are limited. This confirm the male centered focus from this sector, assuming that if no men exist in the family to work the land, then no assurance is provided by giving assistance.<sup>35</sup>

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<sup>33</sup> Arias Peace and Human Progress Foundation. **Women and land rights Diagnosis: A case study.** 2003. Page 39

<sup>34</sup> Ditto

<sup>35</sup> Vilma Herrera. Consulta realizada a la Coordinadora de Mujeres Campesinas. 26 de enero del 2006

### 3.3.2. Sector budget

According to data from the Treasury Department in 2004 a total of 93.413,70 million colones (equivalent to US\$189.817,52)<sup>36</sup> was invested in the farming and animal husbandry sector, representing 0.5% of total GNP. This data does not contemplate those amounts destined to different programs benefiting women.

### 3.3.3. Agriculture

In Costa Rica, the Agrarian Development Institute (IDA, for its Spanish Acronym) is the institution responsible to observe the use of land and the distribution of the same, for those families or individuals that lack the possibility of purchase by their own means, and MAG provides experts for the study of the feasibility of productive projects and its conveniences.

Joining them are a series of local and domestic organizations, which collaborate in the process, as well as known Farming and Animal Husbandry Extension Agencies, that in 2001, totaled 789. This service allows different producers to request help for their projects, which after an assessment, can qualify for financial aid and technical support. For that same year, a total of 12%<sup>37</sup> women were granted such Aid.

The INA is still the institution responsible to provide training for adequate development of several farming and animal husbandry activities for those individuals which have completed their basic education, or those who never had the opportunity to enter a formal education, and require specialized training to perform a certain activity. In 2004, this institution reported a total of 18.711<sup>38</sup> people who approved formative actions relative to farming and animal husbandry matters, nonetheless there is no report indicating segregation by gender of such data. Additionally, technical schools also provide training in rural zones, which allows the possibility to choose a career as a skilled technician related to farming and animal husbandry matters, and allowing individuals to complete high school with a diploma which certifies that they can work regarding farming and animal husbandry matters.

Furthermore, through these institutions, INAMU can support women with their project as producers. The resources, which can be destined by this objective, and the cooperation generated between the different institutions for the development of each one of them. INAMU's main purpose, regarding the aforementioned,

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<sup>36</sup> El tipo de cambio aplicado fue del día 28 de Noviembre del 2006, según datos del Banco Central de Costa Rica.

<sup>37</sup> Ministry of Agriculture and Livestock. **InfoAgro, Statistica Bulletin N° 16**, 2005

<sup>38</sup> The State of the Nation Sustainable Development Program. **Eleventh Report of the State of the Nation Human Sustainable Development**, San Jose. State of the Nation Program. 2005. Page. 365

is the coordination of policies that the Ministry of Agriculture and Livestock performs through its gender office, establishing general guidelines and ensuring the existence of and adequate application of such measures.

#### 3.3.4. Land Use and Ownership

The IDA as the executing body of the land awarding program is the entity, which selects the beneficiaries. Between 1998 and 2001 it awarded a total of 12.892 deeds, of which 3.172 were awarded to women and 6.073 to couples, the latter being a new modality within the award system.

In the past, deeds were awarded to one sole owner, but since then there has been a change on the way that lands are awarded. Now we see, as a priority factor, that lands can be awarded to couples, so that they can be worked jointly, favoring the rights of ownership. Nonetheless, land management still prevails in the hands of men, and although the land is under both individual's name, it's still the man who decides what to do with the land, without given the possibility of actual participation to their spouse.

#### 3.4. Economic Activities

Albeit the insertion of women in economic activities in attempts to provide them a way out of poverty, Costa Rica presents a growing feminization of the poverty population; limiting their personal advancement and equal opportunities between men and women within this field.

The national average of homes with female heads of household for 2004, according to the Household Survey performed by INEC, was 6,7%. This doubles the data of five years ago; and the majority of cases where the women are the head of the household; the home is immersed in extreme conditions of poverty.

According to INAMU, young female heads of households (under 34 years of age) are the most affected by poverty and extreme poverty. This age is also the common age where separation exists between male and female heads of households, which affect the integral development of small children, especially when the absence of the male figure implies the violation of paternal obligations.

Nonetheless, economic activities in Costa Rica have been tied to labor gender divisions, generating inequality among the activities performed by women and men. Men are usually placed in productive type

activities, which are associated to those that produce goods and services destined for commerce and consumption by others, while women are usually placed in inferior-valued domestic type labor.

### 3.4.2. Employment Situation

In the last fifteen years, the country has maintained a constant incorporation of women into the work sector, hand in hand with the advances achieved by the female population in education. Therefore, there has been a rise in female participation percentages in professional and technical positions, but still we see that higher management positions are still held by males, which held 60% of total management positions, between 2000 and 2001, according to data from the Seventh Report of the State of the Nation.

This represents a segmentation of genders by occupations that are typically categorized by female and male occupations. With men commonly involved in commercial economic activities, which include exact and natural science, agronomic sciences, engineering and technological areas; and women involved in predominantly community social service activities. To provide an example from Table 1.1; women represent just 5% of the agricultural workforce, but 77% in the service sector. Curiously, women are located in those occupational categories, which generate vulnerability and where means of support prevails, but have the lowest wages.

On the other hand, there has been a rise in female sub utilization ratios, with visible sub employment. In the year 2000, hidden employment rates reflected this disparity between genders, where the indicator was just 2.3%, but hidden employment affected 5.1% of females able to work.<sup>39</sup> For 2000, open female unemployment rates was 6,8%, while in 2003 it rose to 8,2%; but for men these indicators were 4,4% and 5,8%, respectively.<sup>40</sup>

In domestic work, women are still excluded from health and retirement rights, because they are not reported to the corresponding social protection and social security, hence work risk insurance, and from the disability, old age and death regimens. In 2000, 7.514 domestic workers were registered, which include 80.000 adult women, and 70.000 domestic working girls and teenagers in Costa Rica<sup>41</sup>, the great majority being immigrant workers.

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<sup>39</sup> INAMU. II-III CEDAW Compliance Costa Rican Report.1998-2002. San Jose. Page. 117

<sup>40</sup> Ob cit.

<sup>41</sup> Womens Political Agenda. Costa Rican Report, 2003. San Jose. UNFPA. Page. 15

Domestic worker work hours can go from 12 to 16 hours a day, if required by employer, and it is important to consider that established wages are below those set for other unqualified workers.

Sexual harassment in the workplace is a major problem that continues to affect women. It affects mainly those women who work in the private sector, because they have limited sources of information and support, and the fact that it is not penalized. Also important to take into account is the fact that when sexual harassment is denounced, most of the time victims are subject to punishing treatments.

#### 3.4.3 Micro credits and business administration

Costa Rican legislation ensures legal capabilities for women wishing to access credits, mortgages, sales and commercial transactions, without imposing different conditions to the male population.

Nonetheless, for many women it is difficult to access credits or mortgages, because they lack any properties in their name, as well as lacking any substantial income or supporting cosigners.

It was not possible to obtain bank registers regarding credit approvals, because the majority of the banks do not separate or indicate gender data, but there are certain programs that provide loans specifically for women, for example the Bank of Costa Rica or civil sector organization called CREDIMUJER service. Between 1999 and 2000, the National Bank of Costa Rica registered an increase in the percentage of credits assigned to women for small and medium business sectors, which increased from 20.3% to 26.41%.<sup>42</sup>

#### 3.4.4. Working Mother Support

A lot of progress has been achieved in the elimination of discrimination of the pregnant women in the workforce, which has legally and fully prohibited the dismissal of any women during pregnancy and three months after birth, known as the nursing period.

But in reality, this type of discrimination has not been completely eradicated. The Ministry of Labor reported 345 claims in 2001, which rose up to 498 in 2003, for dismissals due to pregnancies.<sup>43</sup>

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<sup>42</sup> Ob cit.

<sup>43</sup> Al día Newspaper. Maternity Up Hill. Domestic Section.  
[www.aldia.co.cr/ad\\_ee/2004/marzo/28/nacionales1.html#27543](http://www.aldia.co.cr/ad_ee/2004/marzo/28/nacionales1.html#27543). 2004

Within the childcare alternatives for the working mother, IMAS has created part-time homes as an option for working mother children, as well as community homes, which act as childcare centers. Other options are CEN and CINAI, where mothers can drop off their children, between 2-6 years old, during the entire day and pick them up in the afternoon, but these centers are intended more for lower-income working mothers. In 2003 CEN-CINAI, attended a population of 106.180 beneficiaries.<sup>44</sup>

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<sup>44</sup> Social Council of the Republic of Costa Rica.

#### 4. Other Donors Project List:

<b>Título</b>	<b>Agencia Implementadora</b>	<b>Donante</b>	<b>Duración</b>	<b>Contenido</b>
Creando Capacidades para el análisis de género de las economías de la región y condiciones para el posicionamiento de la agenda de las mujeres en la nueva etapa de apertura comercial	INAMU	PNUD	En Ejecución	Contribuir al posicionamiento de la equidad de género en la agenda económica centroamericana
Seguimiento a la mesa de diálogo y negociación: Proceso de Diálogo Social y Negociación para la Igualdad y Equidad de Género	INAMU	Fundación Konrad	Por Ejecutar	Diseñar y desarrollar una estrategia de seguimiento a los Procesos de diálogo Social y Negociación para la igualdad y equidad de género
Desarrollo Empresarial con Enfoque de Género: Un reto del Sector Público Costarricense	INAMU	Funde cooperación	Aprobado parcialmente	Implementar un modelo de actuación interinstitucional, con instrumentos para el desarrollo empresarial
Módulos educativos con Perspectiva de Género	INAMU	UNESCO	Negociación	Capacitación a docentes de las escuelas unidocentes
Estudio Piloto sobre el uso del tiempo para medir el aporte del trabajo femenino	INAMU	PNUD	Negociación	Visualizar la contribución de las mujeres a la economía
Asistencia Técnica entre el IIDH y INAMU	INAMU	IIDH	En Ejecución	Informar, divulgar, dar seguimiento a las disposiciones de los instrumentos jurídicos internacionales
Proyecto fortalecimiento de las acciones de prevención de la violencia intrafamiliar en Costa Rica	INAMU	Philip Morris-Fundación Mundo solidario	En Ejecución	Equipamiento de la Delegación de la Mujer y apertura centro de asalto sexual
Reconocimiento laboral para las organizaciones públicas y privadas de Costa Rica y algunos países de la región, que desarrollen un Sistema de Gestión de Equidad de Género	INAMU	PNUD-Japón	En negociación	Crear un mecanismo de reconocimiento laboral de carácter internacional. (II Estapa)
Guías de orientación laboral para mujeres	INAMU	OEA	Pre-seleccionado	Mejorar las condiciones de empleabilidad de las mujeres
Políticas laborales con enfoque de género, Sector Financiero	INAMU	CEPAL/GTZ	2005	Fortalecer las capacidades de los Ministerios para diseñar y ejecutar políticas públicas
Cooperación Políticas Públicas para la igualdad	INAMU	UNFPA	2005-2006	Diseño de una Política Nacional para la la Igualdad y Equidad de Género

Source: INAMU, 2005-2006 period

## 5. List of Institutions, NGOs, Universities

### 5.1 Institutions

Nombre	Actividad Principal	Información de contacto
Consejo Nacional de Producción	Departamento Institucional del CNP. (Encargado de sensibilización, monitoreo e implementación de programas sobre género)	Teléfono: 257-9355 Extensión 296/281 Fax: 223-1428
Instituto Costarricense de Pesca y Agricultura	Departamento Institucional del INCOPECA. (Encargado de sensibilización, monitoreo e implementación de programas sobre género y políticas públicas sobre equidad)	Teléfono: 248-1196/248-1585 Fax: 2481585
Instituto de Desarrollo Agrario	Departamento Institucional del IDA. (Encargado de sensibilización, monitoreo e implementación de programas sobre género)	Teléfono: 220-2720 Fax: 296-2839
Instituto Nacional de las Mujeres	Oficinas especializadas para atender casos y denuncias sobre: Violencia Intrafamiliar, Hostigamiento Sexual, Acceso de las mujeres a la Justicia, Proyecto de vida autónomo de las niñas, adolescentes y jóvenes, Trabajo y empleo de las mujeres, Sexualidad plena y satisfactoria de las mujeres, Participación política de las mujeres, Derechos de las mujeres rurales, Salud Integral de las mujeres, Educación de las mujeres, Crédito para las mujeres y Ciudadanía de las mujeres.	Teléfono: 253-8066 Fax: 283-0157

Nombre	Actividad Principal	Información de contacto
Ministerio de Ambiente y Energía	Departamento Ministerial del Ministerio de Ambiente y Energía. (Encargado de sensibilización, monitoreo e implementación de programas sobre género y políticas públicas sobre equidad)	Teléfono: 223-5495 Fax: 222-4161
Ministerio de Cultura, Juventud y Deportes	Departamento Ministerial del Ministerio de Cultura, Juventud y Deportes. (Encargado de sensibilización, monitoreo e implementación de programas sobre género)	Teléfono: 222-5003/255-3765 Fax: 256-8225
Ministerio de Educación	Departamento Ministerial del Ministerio de Educación. (Encargado de sensibilización, monitoreo e implementación de programas sobre género y políticas públicas sobre equidad)	Teléfono: 233-9050/224-5432 Fax: 255-2868
Ministerio de Trabajo y Seguridad Social	Departamento Ministerial del Ministerio de Trabajo y Seguridad Social. (Encargado de sensibilización, monitoreo e implementación de programas sobre género y políticas públicas sobre equidad)	Teléfono: 256-1601 Fax: 222-8085
Ministerio de Seguridad	Oficina de prevención del Delito. (Atiende denuncias de violaciones en contra de las mujeres, capacita a funcionarios públicos y población en general sobre género y políticas públicas sobre equidad)	Teléfono: 226-1463

Nombre	Actividad Principal	Información de Contacto
Poder Judicial	Atiende denuncias, y seguimiento de casos de delitos denunciados.	Teléfono: 295-4407 Fax: 233-7175
Defensoría de los Habitantes	Oficina de la Defensoría de la mujer. (Atiende denuncias de violaciones a los derechos humanos, capacita y sensibiliza en el tema de género, información de investigaciones)	Teléfono: 296-3606 Fax: 296-2512
Ministerio de Agricultura y Ganadería	Departamento Ministerial del Ministerio de Agricultura y Ganadería. (Encargado de sensibilización, monitoreo e implementación de programas sobre género, y políticas públicas sobre equidad)	Teléfono: 291-4622 Fax: 291-4622
Instituto Costarricense de Electricidad	Departamento Institucional del ICE. (Encargado de sensibilización, monitoreo e implementación de programas sobre género)	Teléfono: 220-2720 Fax: 296-2839

Source: INAMU

## 5.2 Gender Academic Programs

Nombre	Actividades	Contacto
Universidad de Costa Rica	Programa Interdisciplinario de Estudios de Género	Apartado Postal: 2060 UCR Teléfono: 207-4019      Fax: 234-1495
Instituto Tecnológico de Costa Rica	Unidad de Equidad de Género	Teléfono. 552-5333
Universidad Nacional	Instituto de Estudios de la Mujer  Maestría en estudios de la Mujer	Apartado Postal: 86-3000 Heredia Teléfono: 261-0101/277-3399 Fax: 277-3399 Correo Electrónico: gprada@una.ac.cr

Source: INAMU

### 5.3 Non-Governmental Organizations

Nombre	Actividad	Contacto
Alianza de Mujeres Costarricenses -AMC-	Salud Integral de las Mujeres	Apartado Postal: 6851-1000 Teléfono: 233-57-69 Fax: 233-0151 Correo electrónico: amccpalm@racsa.co.cr
Fundación Nacional de Solidaridad contra el Cáncer de Mama - FUNDESO-	Salud Integral de las Mujeres	Apartado Postal: 122-1000 Teléfono: 233-1692 Fax: 256-4687
Mujeres Unidas en Salud y Desarrollo -MUSADE-	Salud Integral de las Mujeres	Apartado Postal: 249, San Ramón, Alajuela Teléfono: 445-4885 Fax: 445-4885
Red de Mujeres Trabajando con Mujeres	Salud Sexual Reproductiva	Apartado Postal: 6851-1000 Teléfono: 255-2813
Foro Autóctono de Mujeres	Activismo en Derechos Humanos de las Mujeres	Apartado Postal: 4426-1000, San José Teléfono: 285-0232 Fax: 285-0232
Asociación de Trabajadoras Domésticas -ASTRADOMES-	Trabajo Doméstico	Teléfono: 221-0808/221-1748 Fax: 221-0808 Correo Electrónico: astradom@racsa.co.cr
Asociación de Mujeres con Discapacidad de Costa Rica	Discapacidad	Apartado Postal: 7-2170-1000, San José
Centro Feminista de Información y Acción -CEFEMINA-	Activismo en Derechos Humanos de las Mujeres	Apartado Postal: 5355-1000 Teléfono: 224-6190 Fax: 224-3985 Correo Electrónico: cefemina@racsa.co.cr
Grupo de Mujeres Indígenas Villa Palacio	Indígenas Discriminación	Apartado Postal: 34- San Vito, Coto Brus. Comunidad Indígena Guaymí, Villa Palacio
Centro de Investigación y Educación Popular Justicia y Paz	Educación	Apartado Postal: 237-3000 Teléfono: 237-9940 Fax: 237-9940

<b>Nombre</b>	<b>Area de Trabajo</b>	<b>Contacto</b>
Alianza Cooperativa Internacional. Programa Género en Cooperativas	Economía y Trabajo	Apartado Postal: 8-6310-1000 San José Teléfono: 296-0981 Fax: 231-5842 Correo Electrónico: alianza@racsa.co.cr
Asociación de Mujeres Empresariass	Economía y Trabajo	Apartado Postal: 2040-1000 San José Teléfono: 2317893/231-7171 Fax: 231-7472
Asociación de Mujeres Profesionales y de Negocios	Economía y Trabajo	Apartado Postal: 111-39-1000 Teléfono: 232-3591 Fax: 231-2160
Fundación para el Desarrollo de la Mujer	Economía y Trabajo	Apartado Postal: 453-1005 Teléfono: 223-1108/254-1626
Comité Nacional de Mujeres Cooperativistas	Economía y Trabajo	Apartado Postal: 10319-1000 Teléfono: 283-1726 Fax: 224-5962
Colectiva 25 de Noviembre "Mujeres por una vida sin Violencia"	Violencia Intrafamiliar	Apartado Postal: 380-2070, Sabanilla Teléfono: 285-0232/234-0281 Fax: 285-0232
Red de Mujeres en Acción	Violencia Intrafamiliar	Teléfono: 252-0310 Fax: 227-3407
Fundación Género y Sociedad -GESO	Derechos Humanos de las Mujeres	Apartado Postal: 1824-2050, San Pedro Teléfono: 283-6242/280-5445 Fax: 280-5445 Correo Electrónico: gesogom@racsa.co.cr

<b>Nombre</b>	<b>Area de Trabajo</b>	<b>Contacto</b>
Centro de Mujeres Afrocostarricenses	Discriminación	Apartado Postal: 685-2100 Teléfono: 224-9942/253-9814 Fax: 224-9942/297-0975 Correo Electrónico: mujerd@racsa.co.cr
Alianza Por Tus Derechos	Trata de Personas. Trabajo con mujeres víctimas de Trata	Apartado Postal 1685-2050, San Pedro Teléfono: 524-1327 Fax: 524-1109 Correo Electrónico: alianza@alianzaportusderechos.org
Colectiva Feminista Pancha Carrasco	Liderazgo, Participación Política	Apartado postal: 7-3200 San José, Costa Rica Teléfono: 283-9793 Fax: 283-6018 Correo Electrónico: panchas@racsa.co.cr
Agenda Política de Mujeres	Incidencia Política	Teléfono: 812-6027 Fax: 220-8238 Correo Electrónico: witchy@racsa.co.cr
Fundación Arias para la Paz y el Progreso Humano	Agricultura, Mujeres de la Zona Rural	Teléfono 224-1919 Fax: 224-4949 Correo Electrónico: info@arias.co.cr

Source: INAMU database, Gender and Society Foundation, and COSECODENI

#### 5.4 Other Organizations

<b>Nombre</b>	<b>Area de Trabajo</b>	<b>Contacto</b>
Liga Internacional de Mujeres Pro Paz y Libertad (LIMPAL)	Derechos Humanos de las Mujeres	Apartado Postal: 8295-1000 Teléfono: 285-4829 Fax: 256-2406 Correo Electrónico: limp@racsa.co.cr
Comisión de Derechos Humanos (CODEHU)	Derechos Humanos	Apartado Postal: 379-1011 Y-Griega Teléfono: 226-2658/ 226-2081 Fax: 226-2658
Instituto interamericano de Derechos Humanos. Programa Mujer y Derechos Humanos (IIDH)	Derechos Humanos	Apartado Postal: 10081-1000 Teléfono: 234-0404; 234-0401ext. 211 Fax: 234-7402
Instituto Latinoamericano de las Naciones Unidas Para La Prevención del Delito y Tratamiento del Delincuente (ILANUD)	Programa Mujer, Justicia y Género	Apartado Postal: 100-71-1000 Teléfono: 257-5826 Fax: 233-7175
Fundación Justicia y Género	Derechos Humanos de las Mujeres	Apartado Postal: 933-3100 Teléfono: 2446190

Source: INAMU

## 6. Conclusions and Recommendations:

After significant progress on Woman's Human Rights issues during the decade of the nineties, coupled with the period when Costa Rica was presenting problems with increased social inequality; for women the problem worsens even more regarding the accessibility and guarantees of these rights. Even though the indicators reflected a favorable situation towards women, there are certain factors, which made the elimination of the feminization of poverty difficult, the eradication of gender violence, the increase in teenage pregnancy or the predominance of male chauvinistic patterns in society.

On the other hand, the lack of public policies focused from a gender perspective- because only sectorial programs and initiatives exists, disseminated by the entity with the portfolio on the subject- has had repercussions through segmented progress, and according to the possibilities contained in each program, reflecting therefore, social geographical inequality, where women in rural areas present lower indexes than those women who reside in urban areas.

Even though Costa Rica presents one of the highest social indexes in the region, it continues to present social problems, which have repercussions in the assurance of Human Rights, therefore it is necessary to tackle each of the section developed in this report:

### Education:

- I. If we analyze the formal educational system indicators from a quantitative view; from the amount of individuals who registered (and it does not precisely indicate that they have graduated from the different scholar cycles), we can observe that for the first scholar cycle, regarding registration in certain cases, the indexes exceed 100% of coverage, and is reduced in the II and III scholar cycles.

And it's precisely here where we must place our attention; the majority of adolescents who drop out of school are for reasons not attended by the system, such is the case of teenage mothers, who encounter great obstacles to continue with their studies during their pregnancy and nursing periods, because of the absence of any type of school schedule adjustment or special programs for teenage mothers.

Also, teenage mothers don't have special considerations during the nursing stage, which allows them to step out of class to feed their children and then step back into class without any issues. Therefore

we see that table 2 regarding scholar cycle losses, can at times respond to a percentage of teenage mother who dropout because of the aforementioned issue.

- II. Education from a gender perspective continues to be imperceptible, especially if these numbers indicate equal access between women and men; and the information consulted does not completely confirm if the development of these, in fact include the necessary activities to promote and form an equitable and equal society.

There are still male chauvinist patterns present within the classroom; cases in point are the gender division of female and male specific school program activities, which typical tend to promote traditional domestic type work and household care for female specific activities.

- III. Although there is an estimated 80% of females who graduate from university, there is still a void that needs to be analyzed regarding how many of these professional women really work in their chosen career paths, either due to career saturation or because of exclusive dedication to their homes and the roles of wife and mother.

#### Health:

- I. Women's sexual and reproductive health in Costa Rican society is still a silenced educational taboo, in which the majority of adolescents lack the necessary information and has reflected tremendous social repercussions such as the vast numbers of teenage mothers. This is mainly due; first to the absence of family communication, and secondly to the absence of integral educational programs.
- II. Other health issues which have remained silent, is that regarding HIV/AIDS. Until recently, the State has made it mandatory for clinics and hospitals to report these cases, because previously there were no certain numbers of infected people. This has also been affected by the lack of integral sexual educational programs for the population in general, and adequate training for healthcare personnel responsible for AIDS attention and prevention. Even though these numbers are not segmented by gender, the mass media has confirmed that there exist a great percentage of spouses, which have been infected by their husbands, with allegations that they have not been properly informed on the subject.
- III. Persistent generalized nutritional standards in Costa Rica has shown that in a matter of 5 years there has been an incredible increase in the obese population, which has widely affected the women in Costa Rica, young and adult; bolstering known blood problems such as cholesterol and triglycerides.

#### Agriculture:

- I. In the agricultural transversal axis we find that women working in rural areas, are those who encounter the greatest rights assurance problems; either by difficult access to the work market, education, land ownership or others. It is well known that the social gaps in Costa Rica are mainly dependent on the place of residence of these individuals.
- II. As mentioned above, the prevalence of male chauvinist patterns in rural Costa Rica is well marked, and unfortunately it has inhibited the participation of women in the development process; for example land ownership is still mainly male, and the involvement of women in the process has yet to assure real participation.
- III. Although, the INA and INAMU teach women regarding farming and animal husbandry so that they can develop area activities, there are still a large number of women interested in participating in said training, but they lack the necessary resources to attend training, or just simply do not comply with the requirements, which is as basic as having concluded high school.
- IV. Also important to mention, is that native Indian and disabled women continue to be discriminated against regarding land ownership. Traditionally native Indian culture, women do not own land.

#### Economic Activities:

- I. The biggest issue found in the report is precisely this area, even with promising female population educational indexes, it has been impossible to achieve gender equity and equality in the work market, which shows that males still predominantly hold managerial and executive positions.
- II. From 1998 to this day, the unemployment percentage of the population in general has increased, and has, in fact, saturated certain professions, with women holding positions in commercial, social service and community positions, reflecting the consistency of gender work division.
- III. Although women have become more professional, there are still a few differences between salaries, between women and men, for similar technical and administrative positions.
- IV. Just as in the process of female land ownership, the request for agricultural activity development credit is still a very difficult factor, because as mentioned earlier, banks sometimes demand requirements that cannot be complied with due current family structures, specifically when female heads of household do not have older male children as a guarantee for the bank.

#### Violence:

- I. It is also important to reflect on gender inner family violence; statistics indicate that most assaults are focused on women, and indicate a significant increase from 1998 to 2004. Curiously enough, the mechanisms of prevention, such as the capabilities of reporting an abuse and the sensibility of society towards this matter, as well as the attention to victims, have decayed. Certain voids still persist in regards to the manifestation of violence, such as the attention for: rape, mistreatment of disabled women, institutional victimization and of course, violence against women coming from ethnic groups and the exclusion of immigrating women.
- II. Unfortunately, inner family or domestic violence does not have such precise indicators as those sectors described in this report, but it seems that in the last two years, there has been a huge rise of domestic violence in the daily life of many women.

After describing each of the sectors, the following is recommended:

#### Regarding economic activities:

- Promote the breakdown of cultural patterns, which strengthen gender sexual division, and therefore vertical and horizontal discrimination against women.
- Strengthen the capabilities of women to obtain a high quality job, ensuring access to other basic services and access to furthering education.
- Facilitate women's participation in the work area, through support programs in regards to the care of people in general, emphasizing on the care of small children, senior citizen and handicap individuals.
- Promote the development of businesses for women, through the expansion of opportunities of productive sector credit access.
- Strengthen work promotion and revaluation mechanisms for women, as well as the compliance of legal terms that punish gender discrimination. It is also necessary to work deeper awareness of the role that women have in society, in order to sensitize all sectors, productive as well as the population.

#### Regarding Education:

- Establish educational policies towards the formation of citizens with a culture of gender equity, as well as promote gender equity within the productive culture of the country.
- Greater investment in training and formation processes in all sectors, mainly in the agricultural sector, which is the one that presents the greatest problem in the acknowledgement of women's work. The objective is to

seek that these are taken into consideration for the work that they perform, and therefore attain greater benefits.

#### Regarding Health:

- Personnel training and formation regarding gender focused sexual reproductive health, including HIV/AIDS.
- Promote an integral sexual educational program within the formal educational system.
- Improve the protocols of attention of women victims of any physical abuse manifestation.

In general, it is necessary to incorporate a gender specific focus in information systems from the statistic generating institutions, in order to visualize the differences between genders in different fields.

## 7. Bibliography:

### Social Analysis/Gender

Título	Autor	Año	Editorial
Informe de Ejecución Institucional 2003-2004	UNICEF, Consejo Social del Gobierno	2005.	Consejo Social del Gobierno de la República de Costa Rica.
Undécimo Informe del Estado de la Nación en Desarrollo Humano Sostenible	Programa del Estado de la Nación en Desarrollo Sostenible	2005	San José. Programa Estado de la Nación. 2005.
Encuesta de Hogares de Propósitos Múltiples. 2004. Principales Resultados	INEC	2004	San José. Costa Rica. Datos en línea. <a href="http://www.inec.go.cr">www.inec.go.cr</a>
Gasto del Sector Público 2004	Ministerio de Hacienda	2004	San José, Costa Rica. Datos en Línea: <a href="http://www.hacienda.go.cr/">www.hacienda.go.cr/</a>
Informe de Desarrollo Mundial 2005	Banco Mundial	2005	Banco Mundial

### Education

Título	Autor	Año	Editorial
Informe Alternativo sobre el cumplimiento de los derechos humanos de los niños, niñas y adolescentes. 1998-2003	Coordinadora de organizaciones sociales para la defensa de los derechos de la niñez y adolescencia -COSECODENI-	2004	San José, Costa Rica. COSECODENI

### Health

Título	Autor	Año	Editorial
Informe sobre Desarrollo Humano 2005	PNUD	2005	PNUD
Situación del estado nutricional y alimentario de Costa Rica	OPS, Ministerio de Salud	2003	Ministerio de Salud de la República de Costa Rica.
Estadísticas de los Servicios de Salud	CCSS	2003	CCSS, Departamento de Estadísticas de Servicios de Salud. <a href="http://www.ccss.sa.cr/">www.ccss.sa.cr/</a>

### Others

Título	Autor	Año	Editorial
IV Estado de los derechos de la niñez y adolescencia en Costa Rica	UNICEF	2004	San José, Universidad de Costa Rica y UNICEF
II-III Informe de Costa Rica sobre el cumplimiento de la CEDAW 1998-2002	INAMU	2003	San José, INMAMU
Informe sombra Costa Rica, 2003	Agenda Política de Mujeres	2003	San José. UNFPA
Página Web del INAMU	INAMU	2005	San José, <a href="http://www.inamu.go.cr">www.inamu.go.cr</a>
Encuesta de Hogares de Propósitos Múltiples del 2002.	INEC	2004	INEC. Datos en Línea: <a href="http://www.inec.go.cr">www.inec.go.cr</a>
Diagnóstico Mujeres y Derechos a la Tierra: Un Estudio de Caso	Fundación Arias para la Paz y el Progreso Humano	2003	San José, Costa Rica.

## Consultations Performed

Nombre	Tesis	Ocupación	Materia	Teléfono	Grado Académico
Rocío Rodríguez García	Situación de las Mujeres en Costa Rica	Administradora de Negocios	Violencia contra las mujeres, denuncias y seguimientos de casos	815-9673	Licenciada
Milton Madriz	Garantización de los derechos humanos de la población femenina en la zona rural de Costa Rica	Político	Niñas, Adolescentes y Mujeres en la Zona Rural costarricense, acceso a servicios	811-5454/222-1538	Licenciado
Adriana Guevara Paniagua	Manuales de atención a mujeres víctimas de violencia intrafamiliar	Psicóloga/ Criminóloga	Atención a mujeres víctimas de violencia Intrafamiliar y contención psicológica	815-5821	Licenciada
Vilma Herrera	Sector Campesino	Directora de la Coordinadora Nacional de Trabajo con las Mujeres Campesinas	Mujeres de las zonas Rurales	221-5741	
Tatiana Soto	Situación Legal de la Mujer en Costa Rica	Abogada	Condición Jurídica de las Mujeres	253-8866	Licenciada

## 8. Glossary:

### 8.1 Terminology

#### *Gender Equality:*

Refers to equality of rights, responsibilities and opportunities for women and men.

#### *Gender:*

Social differences and recognized relations between women and men, which present great variability among diverse cultures; these differences are provided by social construction.

#### *Sex:*

Determined biological differences with universal character amongst women and men.

#### *WID:*

Women in Development. This concept involves the women's participation in development processes, where the woman is an active agent and beneficiary of the development itself.

### 8.2 Indicators

#### *Gini Coefficient:*

Numeric addition which measures the equity or inequity capacity of a certain place, where the parameters are between 0 and 1, with 0 representing perfect equity, and 1 representing perfect inequity.

#### *Social Expenditure:*

Amount of public spending destined toward universal type programs, such as: education, health, social and home assistance, recreational, cultural and religious services.

#### *Minimum Wage:*

Legally protected salary, which the State guarantees workers.

#### *Open Unemployment Rate:*

Represents the percentage of the unoccupied population in relation to the workforce.

## 9. Annexes

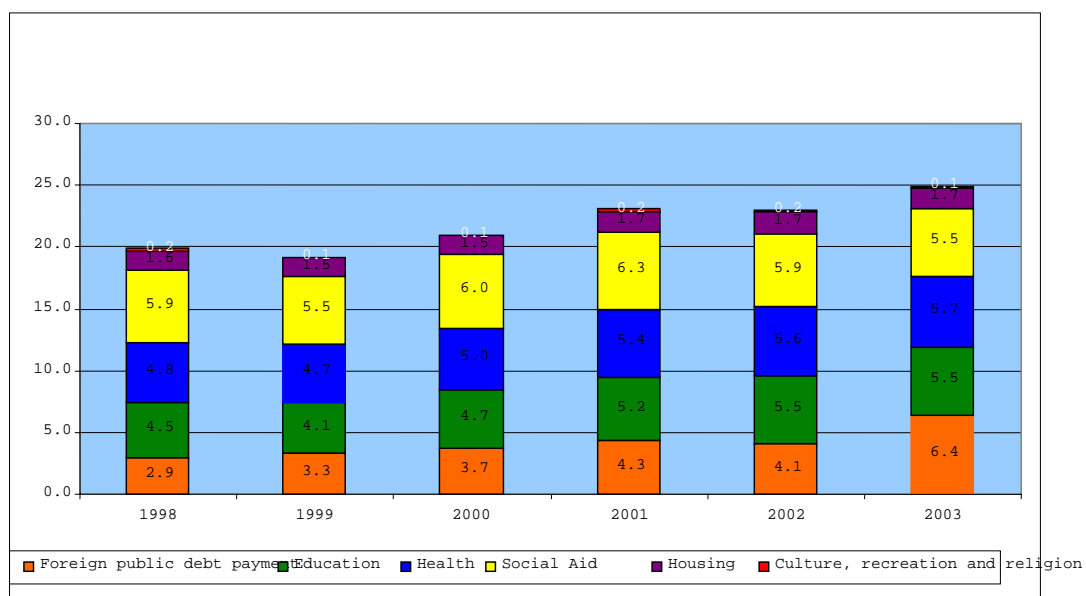
### ANNEX 1

#### Graph 1

#### Social Investment Structure

Costa Rica 1998-2003

(% of GNP)



Source: Elaborated based on INEC data. On-Line data. [www.inec.go.cr](http://www.inec.go.cr)

ANNEX 2  
Organizational Chart: INAMU  
(2005)

