

Gender Analysis and Action Plan

Funding proposal for the Green Climate Fund for the passenger express train in the Greater Metropolitan Area of Costa Rica



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Acronyms and Abbreviations

CGR	General Comptroller of the Republic
COSEVI	Road Safety Council
COVID-19	Coronavirus Disease
ECLAC	Economic Commission for Latin America and the Caribbean
ENSSR	National Survey on Sexual and Reproductive Health
GDI	G Development Indicators
GIZ	German Society for International Cooperation
HDI	Human Development Index
ILO	International Labor Organization
INAMU	National Women's Institute
INEC	National Institute of Statistics and Census
OECD	Organization for Economic Cooperation and Development
PIEG	National Policy for Effective Equality between Women and Men
WEF	World Economic Forum

Content

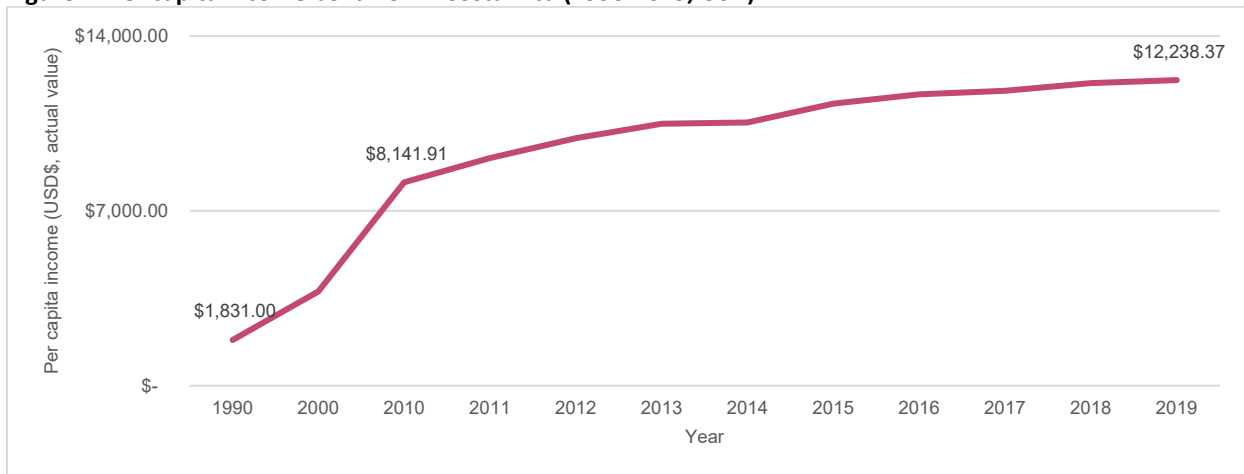
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1. Introduction

Costa Rica has made great advances in gender issues over the last few decades. This has responded to some extent to the granting of rights and other social and economic advances in the country. The country has registered a sustained increase in per capita income and human development levels, which allows for better access to services, opportunities and a higher level of quality of life.

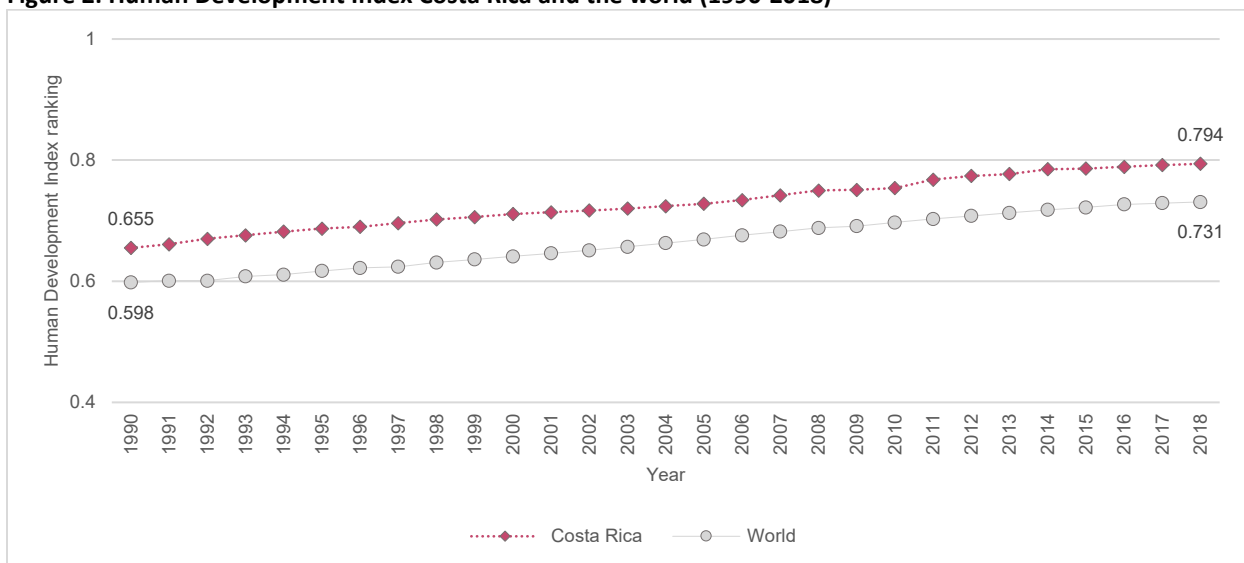
For example, from 1990 to 2019, the country has increased the per capita income of its inhabitants almost 7 times, as shown in Figure 1 (World Bank, 2020). Also, the Human Development Index (HDI) (United Nations Development Programme (UNDP), 2020) presents an upward trend since 1990, where the country went from having a medium to high level of development, surpassing the average level at the global level, as shown in Figure 2.

Figure 1: Per capita income behavior in Costa Rica (1990-2019, USD)



Source: Own elaboration with data from (World Bank, 2020)

Figure 2: Human Development Index Costa Rica and the world (1990-2018)



Source: Own elaboration with data from HDI 2020

In addition to social progress, Costa Rica enjoys political stability, given the uninterrupted nature of its democracy since 1948, the longest in Latin America. In the last 15 years, economic growth has averaged 4%, a trend that is higher than the 3.8% of the region and the Organization for Economic Cooperation and Development (OECD) countries. The country has changed its trade matrix from being an agro-exporting country to diversifying its production and offering skilled labor (OECD, 2017). This has led to an improvement in the quality of jobs in the country, where both men and women have benefited.

Poverty has a female face. Although the country has good economic and social performance, poverty levels are concentrated in female-headed households with a higher proportion of members, including children and the elderly. According to the OECD there is an increase in income inequality because skilled worker wages and contributory pensions grew more (OECD, 2017).

Costa Rica has focused on the institutional and regulatory framework in order to improve the conditions of women, with the aim of having accelerated returns at social and economic levels, however, gender gaps are persistent. According to data from the World Economic Forum (WEF) (FEM, 2019) In the last issue of the Global Gender Gap Report, Costa Rica was ranked 13th out of 153 countries. The country occupies the second best position in the Latin American and Caribbean region, only surpassed by Nicaragua (which is in one of the top 5 positions worldwide). When comparing the country's results in 2006 with those of 2020, there were improvements in all sub-indexes except the health and survival dimensions. In addition, the country made great progress when women nearly doubled their political participation and empowerment, reflecting parity in central government ministerial bodies and achieving a score of 0.84. In addition, there is no gender gap in access to education, but as will be seen below, there are great differences between the type of training and skills women acquire when compared to men. Finally, a better gender equality situation in the national territory responds mainly to improvements in access to economic opportunities that are reflected in an increase in the participation of women as part of the labor force.

Although Costa Rican women are working at a higher rate than almost two decades ago, there are still barriers to access when compared to men. Only about half of the women who are able to work are included in the active labor force (according to recent data from the National Institute of Statistics and Census (INEC) (INEC, 2020) The net labor participation rate of women at the end of 2019 was 54.1, and this situation worsened with the arrival of the COVID-19 health emergency. By the second half of 2020, 23.3% less women were in the labor market than in the same period in 2019. Men achieved a number 10 percentage points higher (13.8%). The above situation denotes an exacerbated vulnerability on the part of women regarding the quality, stability and productivity of their jobs.

For the pre-COVID-19 scenario, a research study by the State of the Nation Program (2019) concludes that Costa Rican women are not working due to lack of job opportunities. Seventy-six percent of women who work do so in low-productivity sectors. In addition, the 2015 Latinobarómetro report (Latinobarómetro, 2015) shows that gender norms about women's roles in the workplace are far from egalitarian. In Costa Rica, 43% of the population believes that women should work outside the home only if their partner does not earn enough, a much higher percentage when compared to countries such as Chile (20%) or Uruguay (27%).

All of the above means that the closing of the educational gap has not translated into the productive and economic participation of women. According to data from the Economic Commission for Latin America and the Caribbean (ECLAC) (ECLAC, 2013) In Costa Rica, 32.7% of women do not have their own income, three times more than men (10.5%), a percentage slightly higher than the rest of the women in the region (29%). Not having their own income restricts women's autonomy, and therefore limits their decision-making and results in a deterioration or slowdown in the human development indices. Women's economic participation, their sexual and reproductive health, and a life free of violence are women's human rights, which in turn play a key role in the development of countries, contributing significantly to the reduction of poverty and inequality and to the increase of the GDP¹.

The following report will detail the main challenges facing women in Costa Rica. It is mainly an analysis of gender issues in gaps associated with access to the labor market, access to opportunities and services, physical autonomy and decision-making. This diagnosis will make it possible to inform adjacent and direct activities of the investment in the intercity electric passenger train in order to increase gender equality, a necessary condition for achieving higher levels of development in the country.

The following document was created assessing information from:

- *Desk review of different sources of information available online.* These sources range from national statistics, data and reports (such as INEC, UCR, INAMU, Ministry of Health, Ministry of Culture, Ministry of Public Works and Transport, Ministry of Science and Technology, Ministry of Justice, General Comptroller of the Republic, State of the Nation, among others) and international organizations initiatives carried out from or for Costa Rica (Inter-American Development Bank, World Economic Forum, World Bank, United Nations Organization, GIZ, AFD, Latinobarometer, etc.)
- *Consultation with stakeholders:* to ensure synergies and alignment with initiatives that are being designed or implemented in the current area of the project. The following are the organization that were consulted:
 - GEF/UNDP
 - Incofer
 - INAMU
 - Multilevel Technical Table (Office of the First Lady, the National Institute of Housing and Urban Development (INVU), the Institute of Municipal Development and Advisory Services (IFAM) and the National Union of Local Governments (UNGL), the Ministry of Planning, the Ministry of Environment and Energy (MINAE), the Ministry of Finance, the National Registry, the Costa Rican Railway Institute (INCOFER) and the Ministry of Public Works and Transport (MOPT). On the private sector side, the Chamber of Commerce, the Chamber of Construction and the Council for Real Estate Development (CODI) participate, as well as international cooperation actors such as the United Nations Development Programme (UNDP), the German Cooperation Agency (GIZ) and the Global Environment

¹ World Bank studies (2012) indicate that in the first decade of the 21st century, female labor market income reduced extreme poverty by 30% and inequality by 28% in the region. On the other hand, Cuberes and Teignier (2016) conclude that if female labor participation in Latin America and the Caribbean were to reach the level of male labor participation, per capita GDP would be 16% higher.

Facility (GEF), and representatives of the academic sector and civil society (urban collectives, development associations, impacted population).

The reader can also find a list of civil society organizations that work in the country. This list does not pretend to be exhaustive, but it includes relevant information about the leverage and scope of each institution.

2. Background

Costa Rica has been committed to closing gender gaps for almost half a century. For more than 45 years, the Costa Rican government has generated institutional actions that promote gender equality. For example: (i) in 1974 the Office of Programs for Women and the Family was created within the Ministry of Culture, (ii) since 1990 the country has had the Law for the Promotion of Real Equality for Women, (iii) in 1998 the National Women's Institute (INAMU) was created as an autonomous and decentralized institution led by the Minister for the Status of Women.

Costa Rica has a consolidated regulatory framework to empower women and close gender gaps. One of the most recent advances is the creation and implementation of the National Policy for Effective Equality between Women and Men (PIEG) and its 2018-2030 action plan, as a follow-up to the PIEG 2007-2017. The implementation of the PIEG seeks to generate inter-institutional coordination at both the public and private levels, focusing on areas such as employment, health and education. The PIEG focuses on four strategic areas: (i) mainstreaming of equal rights, (ii) time distribution, (iii) wealth distribution and (iv) power distribution; and it also seeks to expand access to opportunities for women in multiple sectors, including public transportation and climate change.

INAMU acts as the coordinator of the PIEG and due to its role as the Ministry of Women, it is responsible to engage with other ministries and institutions to work towards gender equality. The PIEG 2018-2030 established 4 strategic area to ensure efficiency during the implementation of the Policy.

- Coordination: INAMU is the responsible of the coordination of the PIEG. The execution of the PIEG is responsibility of the central Government, public institutions and Municipalities.
- Policy level: A High Commission is formed, it includes the participation of authorities of the Executive Power (Ministry of Public Education, Ministry of Labor, Ministry of Health and Rectory of the Social Sector, Ministry of Finance, Ministry of National Planning), Legislative Assembly, the Judicial Power, the Supreme Electoral Tribunal and the Municipalities. These institutions need to appoint their representatives as advisers or consultants to participate of the comission. Its main function is to provide follow-up, support and political incidence for the advancement in compliance with the results of the PIEG and its action plans.
- Technical level: INAMU leads this structure, and it has representatives from institutions ans sectors that are linked to the implementation of the PIEG. INAMU and the representatives hold periodic meetings every 2 months.
- Local level: Local governments throughout the Development Regional Councils will be in responsible to implement the PIEG.

At the local level, the INAMU coordinate with the Municipal Governments to ensure the application of the PIEG, created the *Oficinas Municipales de la Mujer* (Women's Municipal Offices, OFIM). In 1996, the National Government created the OFIMs. Across the entire territory, there are 67 OFIMs out of a total of 81 municipalities. They act as local affirmative mechanisms for advancing women's rights and are part of the municipal structure. They carry out actions in different thematic areas, such as attention to domestic violence, promoting women's rights, entrepreneurship, economic rights, citizen participation and political rights, health, and recreation. Also, they carry out actions to promote a gender mainstreaming approach across the municipal work. The authorities develop gender equality policies and discuss them to create programs and incorporate the gender perspective within the municipality's budgetary structure. INAMU provides support and technical advice to these instances and has promoted municipal policies as a strategy for gender mainstreaming. (INAMU, 2021). OFIMs have limited resources and most of their work is focusing in addressing cases of domestic violence.

Despite these efforts, women are still underrepresented within policy and decision making. The National Government has made an effort to ensure gender parity within the cabinet, (Rivera, 2018) however, that does not translate to other policy making structures. For instance, a third of the total decision-making position with the national government, public institutions management and the Parliament are held by women (as opposed to the 66 percent held by men). (FEM, 2019) There is not recent data on how the public institutions promote and retain women for leadership positions. Also, women leaders in the private sector and underrepresented: only 15 percent of top management positions belong to women, while 85 percent belong to men. (FEM, 2019)

Also, data from the ECLAC (ECLAC, 2020) indicates that only a third of the judges are women (33.3% in 2018), less than 1 in 5 mayors are women (14.8% in 2018) and less than half of city councilors (45.6%) are represented by women. This represents a constraint for women to be involved in decision making at all levels, including decisions at a local level (e.g.: women are underrepresented as mayors) where a lot of programs and policies are designed and implemented. Without a full representation, women's needs are not being able to be addresses as they are unable to fully enjoy access to opportunities and participate as agents of change.

Less traditional sectors for women, such as transport, still have significant gender gaps. In Costa Rica, nearly 60% of public transport users are women, yet there are very few women in decision-making positions or as employees in the sector, and only 10% of bus driver positions are held by women. This figure is lower when it comes to cab drivers, where women represent less than 10% of the drivers in this service². In the case of the passenger train in the Metropolitan Area, there is only one woman on the staff who operates this means of transport³, who serves as an assistant to the train driver. In order to promote gender equality and address persistent gaps in the transportation sector, it is important that projects that support initiatives such as the Greater Metropolitan Area LRT include actions that include the gender perspective and propose indicators that measure concrete results. To achieve the above, it is necessary that these operations have a gender perspective from their design (at the level of diagnostics, proposed

² Cosevi (2020). [Open data.](#)

³ Journalistic note. [Amelia Rueda \(2019\).](#)

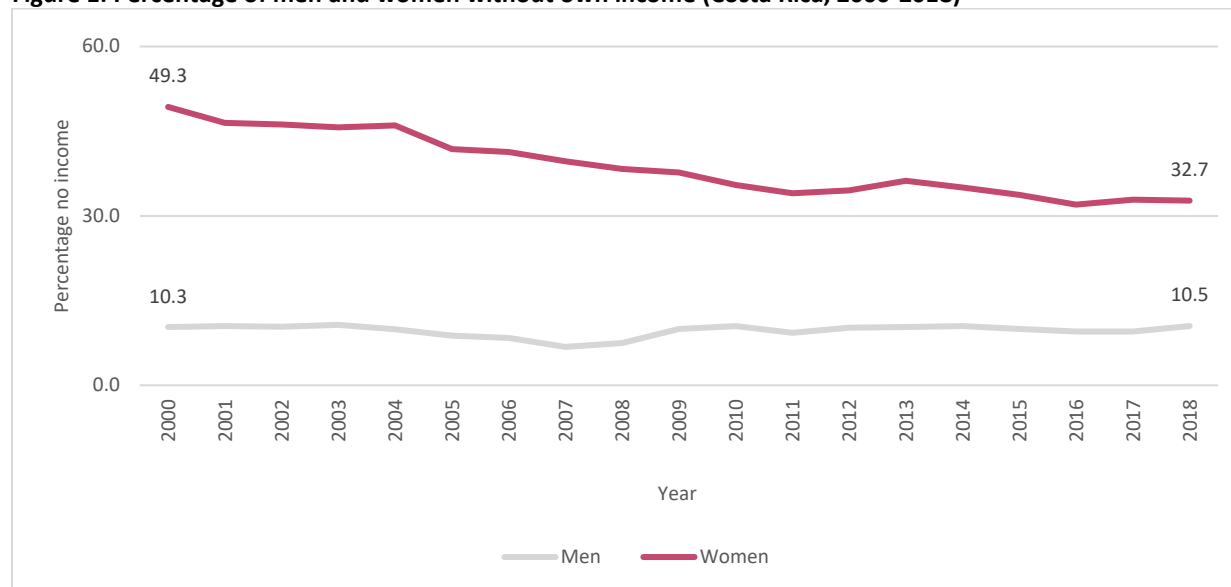
activities and measurement of results), in order to improve the inclusion of women in all spheres: decision-making, service providers and users of the proposed services, and that their implementation be through an action plan.

There are sensitive gaps in the production of information that make it impossible to quantify more precisely the gaps and challenges women face. There are mainly deficiencies in recognizing the geographic characteristics of the population and there is only the possibility of using the 2011 Census (INEC, 2011) to understand the differences at the cantonal level of the various indicators. For its part, there is a wide lack of statistics related to physical, psychological and sexual violence that impacts the lives of women in both public and private spaces. In the absence of sources of information that systematically collect data and gaps, it is not possible to implement solutions that address specific problems, or to deal with them in the most efficient manner with tailored solutions that prevent or address their incidence.

3. Economic Participation of Women in Costa Rica

32.7% of women in Costa Rica have no income of their own⁴, compared to 10.5% of men. Women also face greater complications in rural areas, where 42.8% (11.3% of men) of women have no income, a higher number than in urban areas (29.4%; and 10.2% of men) (Figure 1) (CEPALSTAT, 2020). Although the gender gap is wide, the country has achieved a progressive reduction since the beginning of 2000, where nearly half of the women did not have their own income.

Figure 1: Percentage of men and women without own income (Costa Rica, 2000-2018)

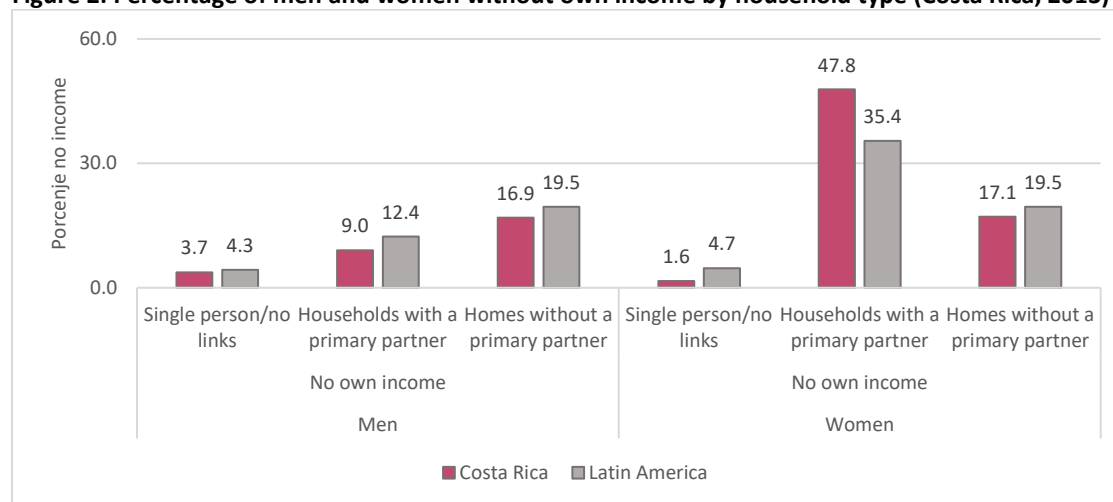


Source: Own elaboration with data from CEPALSTAT 2020

⁴ Proportion of the female (male) population aged 15 years and over not receiving individual monetary income and not studying (according to their activity status) in relation to the total female (male) population aged 15 years and over not studying. The result is expressed as a percentage.

Without income, women are at a disadvantage due to the loss of their autonomy to access goods and services, limiting their living conditions and therefore being more affected by poverty than men. According to ECLAC data (CEPALSTAT, 2020) in Costa Rica, 47.8% of women in couples do not have their own income, five times more than men in couples (Figure 2). This also responds to cultural patterns and gender norms revealed by the Latinobarometer (2015): 43% of the Costa Rican population considers that women should only work if their partner's salary is not sufficient.

Figure 2: Percentage of men and women without own income by household type (Costa Rica, 2013)



Source: Own elaboration with data from CEPALSTAT 2020

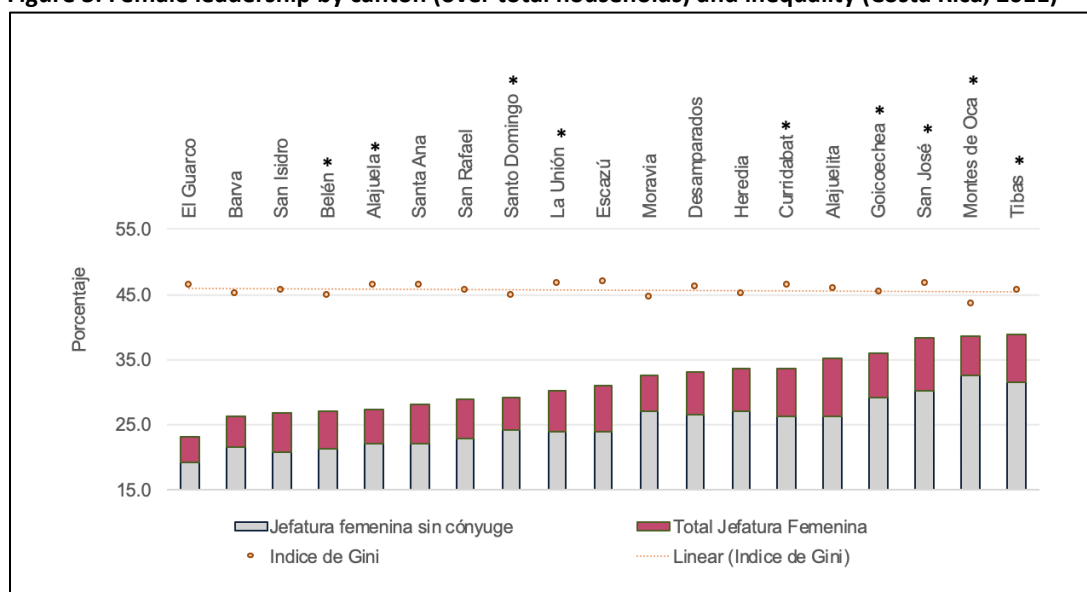
The proportion of women without income in the country is slightly higher than the average recorded for the region. For example, according to data from 2014, for every 100 men aged 20 to 59 living in poor households, there were 125 women of the same age group in a similar situation. The female poverty index in Costa Rica is higher than the average for Latin America (118.2) and for countries such as Honduras (100.7); Guatemala (101.9); El Salvador (103.8) and Nicaragua (104.3), although it is exceeded by the Dominican Republic (132.3), Chile (136.7) and Uruguay (142.5) (Benavente M.C., 2014).

Poverty also tends to belong to female-headed households. According to INEC data for 2019 (INEC, 2020), poverty is concentrated in about 20% of the population, and about 6% of the population lives in extreme poverty. The area with the highest proportion of poor households is the Brunca Region, where 1 out of every 3 households is in poverty and 9.2% live in extreme poverty. In the case of the Central Region, 17% of households are in poverty and 4.32% in extreme poverty. Between 2018 and 2019, there was a slight increase in the number of households led by women, from 39.94% to 41.01%. By 2019, 48% of all poor households are headed by women, and 49.38% of all households in extreme poverty. In other words, there is a higher proportion of poor households that are led by women than by men. There are more women heads of household in urban areas (44.42% of total households) than in rural areas (32.02%), yet more than half of poor households in urban areas are headed by women (51%) and 54% of households in extreme poverty. In the case of the Central Region, the pattern is repeated: more than half of poor households are headed by women (50.3%) and extreme poverty hits these families hardest (53.43%).

There are territorial differences associated with the multidimensionality of poverty and female head of household. For some of the cantons in the area affected by the Passenger Train (identified with * in Figure

3), compared with other neighboring cantons, the percentage of households headed by a woman (whether or not she has a spouse) varies. Among the cantons with the highest percentage of women heads of household are Tibás, Montes de Oca and San José, which are in the area affected by the passenger train, and among those with the lowest percentage, cantons such as El Guarco, Barva or San Isidro (cantons not affected by the means of transportation). By superimposing these data on household headship with other data on inequality (Gini index, see Figure 3), or even poverty (poverty gap or severity), it can be seen that, although there is not a strong correlation, the cantons with a higher percentage of female headship are usually associated with a lower Gini index. However, the relationship between households with at least one deficiency and female labor occupation at the canton level is unequivocal and negative. Specifically, the correlation between these two variables is -0.63. In other words, as female labor occupation increases, there will be a lower degree of shortages in households. This is a simple explanation that describes that the higher the employment rate, the higher the hypothetical employment rate, which could mean adding an extra income to the household that would serve to mitigate basic deficiencies. As an approximation, this exercise makes it possible to analyze how different types of indicators vary with respect to the effect on the train; however, it should be noted that the difference may not necessarily be due to the neighboring railway infrastructure, but rather to the proximity of the city centers.

Figure 3: Female leadership by canton (over total households) and inequality (Costa Rica, 2011)



Source: Own elaboration with data from Census 2011, INEC (2020)

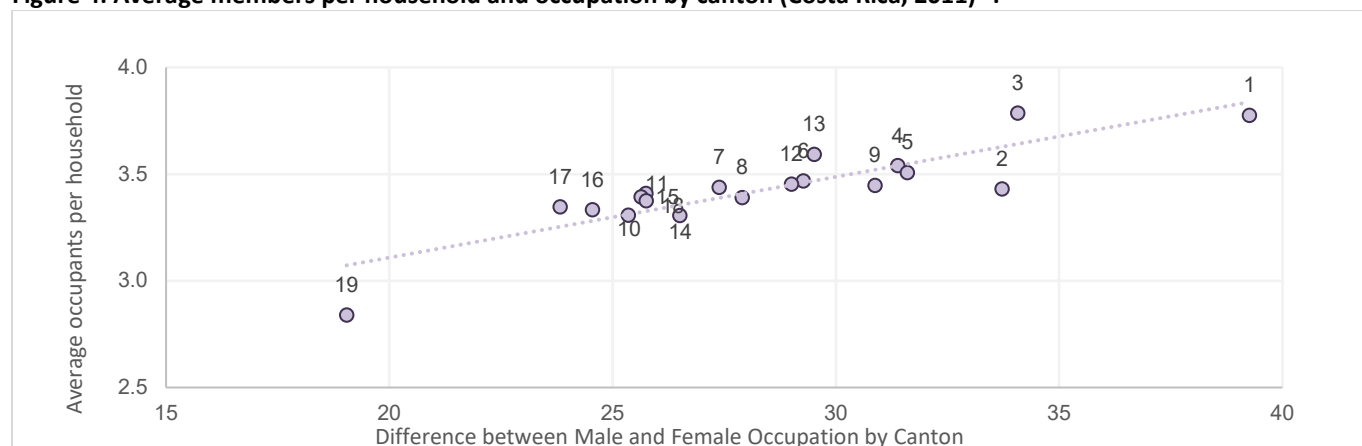
There are diverse characteristics that, when correlated, can explain territorial characteristics with respect to the head of household. This explanation becomes even stronger when it is verified that the correlation between variables of the same branch is also high, as can be seen in the following table that summarizes various correlations.

Table 1: Correlation coefficient between variables

	Poverty Gap	Severity of poverty	Average members per household
of households with at least one deficiency	0,90	0,90	0,78
Difference Occupation (Male - Female)	0,90	0,90	0,76
Female Occupation by canton	-0,84	-0,83	-0,74

Source: Own elaboration with data from Census 2011, INEC (2020)

Those cantons with the greatest difference between male and female employment tend to be poorer and have more severe poverty. Conversely, cantons with higher female employment tend to have a smaller poverty gap and severity of poverty. There is also a significant negative relationship between female employment and occupants per household, which indicates, taking into account existing data, that more female employment leads to fewer household members, characteristics associated with the fertility rate per woman and entry into the labor market. By calculating some of these characteristics, this trend is confirmed (Graphs 4, 5 and 6).

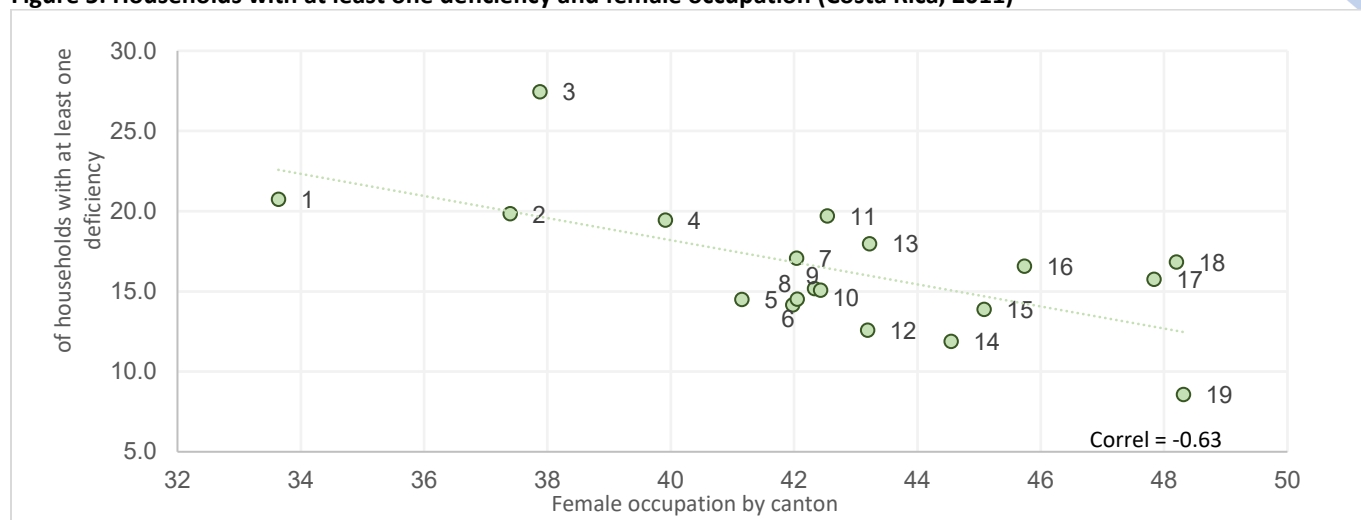
Figure 4: Average members per household and occupation by canton (Costa Rica, 2011) ⁵:

Source: Own elaboration with data from Census 2011 (INEC, 2020)

⁵ List of cantons:

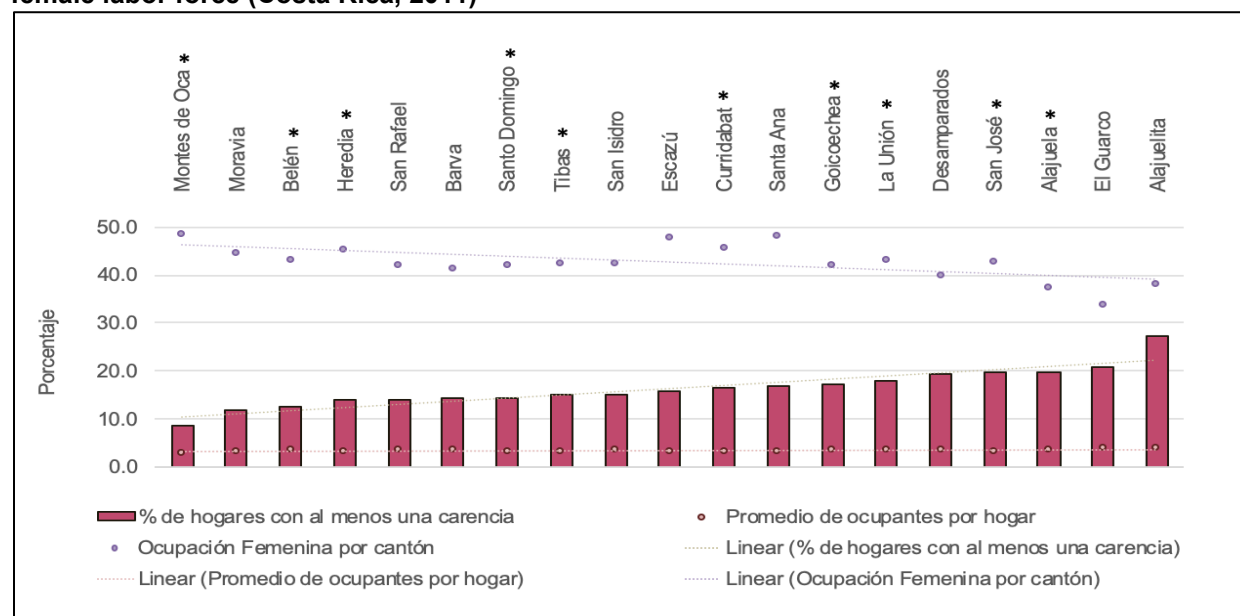
- | | | | | | | | |
|----------------|----------------|--------------------|----------------|-----------------|------------------|-------------|--------------------|
| 1 = El Guarco | 4 = Homeless | 7 = Goicoechea* | 10 = Tibás* | 13 = The Union* | 16 = Curridabat* | 17 = Escazú | 19 = Montes de Oca |
| 2 = Alajuela* | 5 = Barva | 8 = Santo Domingo* | 11 = San José* | 14 = Moravia | 18 = Santa Ana | | |
| 3 = Alajuelita | 6 = San Rafael | 9 = San Isidro | 12 = Belén* | 15 = Heredia | | | |

Figure 5: Households with at least one deficiency and female occupation (Costa Rica, 2011)



Source: Own elaboration with data from Census 2011 (INEC, 2020)

Figure 6: Ratio of households with shortages, average number of inhabitants per household and female labor force (Costa Rica, 2011)



Source: Own elaboration with data from Census 2011 (INEC, 2020)

On the other hand, there are cultural patterns and gender norms that extend into time-use behaviors and the sexual division of labor. The use of time in unpaid work is one of the main barriers for women to enter the labor market under equal conditions and obtain their own income. According to data from the National Survey on the Use of Time (2017) ⁶(INEC, 2017) on average, women in Costa Rica spend more than twice as much time as men on unpaid domestic work (33 hours and 38 minutes per week vs. 13 hours and 26 minutes per week, respectively). The tasks that demand the greatest investment of women's time

⁶ The Time Use Surveys (TUS) allow us to know how women and men distribute their time in their daily activities, in addition to investigating topics such as unpaid domestic work, free time, personal needs, among others.

are related to food and care. Only 46% of children between the ages of 3 and 5 in Costa Rica attend daycare centers or pre-school education; while in OECD countries the average is 84%. (OECD, 2017). In addition, the gender gap is exacerbated for the 20-35 age group, where women perform this type of work up to three times more than men (39 hours compared to 13 hours and 40 minutes). Also, the age group where they spend the most hours in unpaid work is women between 36 and 54 (about 41 hours a week).

Women, then, have less time to get and keep a job. The net participation rate of women in 2020 is 44% (6 percentage points lower than that registered during the period of 2019), while the male rate is 71% (4 percentage points lower than the previous period). During the emergency of COVID-19, this situation aggravated unemployment for men, but especially for women. While the unemployment rate for women was around 15% during 2019, for the same period in 2020, women's unemployment reached 30%, both figures higher than men's (10% during 2019 and 20%) after the situation of confinement and economic slowdown caused by the effects of the global pandemic (INEC, 2020).

In working age, there are more women out of the workforce than men. In the country, the number of women of working age (1,988,531) is very similar to the number of men (2,001,318). However, the number of women in the labor force (885,967) is almost half that of men (1,410,663). On the other hand, the number of unemployed men (281,939) is only slightly higher than the number of women (269,434). This means that in relative terms, although the sizes of the male and female populations are similar, women have a greater chance of facing barriers to access the labor market (willingness, ability, etc.) and also of being unemployed (INEC, 2020).

Women have less access to social security than men. Of the total number of women in the workforce, 27.9% do not have social security, a percentage slightly higher than the 25.2% registered for men. During the COVID-19 emergency, nearly 46% of women ceased to have access to the right to social security, a proportion greater than the 21% fewer men who did so. Without access to social security, women tend to enter conditions of poverty and extreme poverty during the elderly stage in greater proportion than men.

During the COVID-19 emergency, women with lower levels of education have been the most affected by unemployment. According to INEC data (INEC, 2020) when looking at the educational levels of those who lost their jobs during the global pandemic, 54% of women with incomplete primary or lower levels of education lost their jobs compared to the previous period, a much higher figure than 24% for men. For their part, 10.3% of women with university degrees were also affected by unemployment, but men in the same situation were less affected by the phenomenon (9.9%).

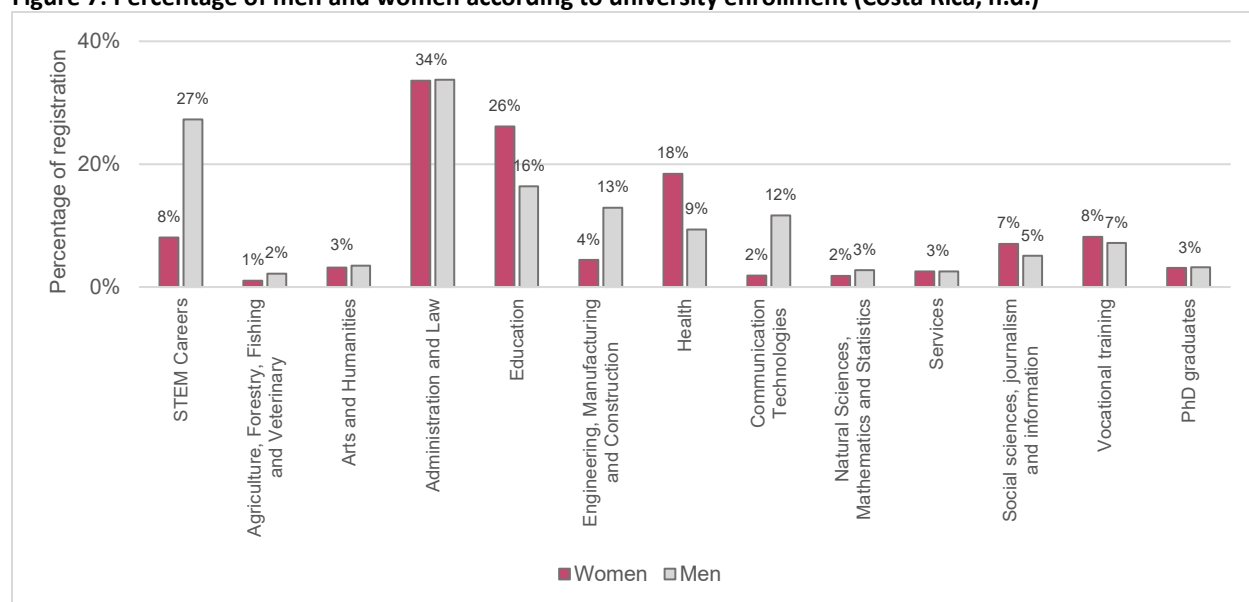
In addition to the economic slowdown and the increase in unemployment as a result of the emergence of COVID-19, there are other reasons why women are unable to access the labor market. For example, women report that they have to take on a greater proportion of household tasks than men.

Access to opportunities to reach the most productive jobs is limited for women and responds to patterns that are present throughout women's life cycle. According to WEF data (WEF, 2019) as a result, the gender education gap is closed in the country. In general terms, almost 100 percent of the population is literate (97.9 percent of women and 97.8 percent of men), and for the primary, secondary and tertiary education cycles, women attend with the same incidence or more than men (96.3 vs. 96.4; 84.3 vs. 80.7; and 60.7

percent vs. 50 percent). However, when an analysis is made of access to different fields and, in particular, those careers or professions that are more productive, women have less opportunities than men.

When women pursue professional careers, they focus on lower productivity sectors or fields of care. According to WEF data (FEM, 2019) In the country, the majority of women enrolled in tertiary education do so primarily in the health sciences or in the field of education, both of which are related to care and gender roles. The gap between men and women in more productive fields such as those associated with science, technology, mathematics and engineering has reduced spaces for women: only 8% of women decide to opt for this type of career (Graph 7).

Figure 7: Percentage of men and women according to university enrollment (Costa Rica, n.d.)

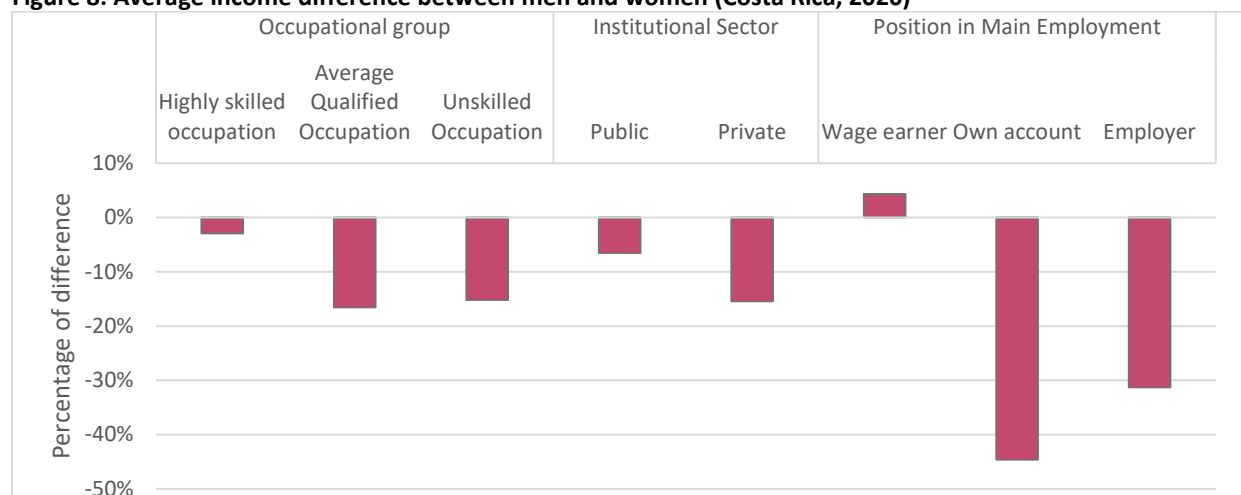


Source: Own elaboration with WEF data (2020)

There are barriers to entry to the STEM sectors from early stages of the life cycle and this is reflected in the jobs that are occupied by women. In Costa Rica, only 44% of science and technology researchers are women, a lower proportion than in countries such as Trinidad and Tobago (55%), Argentina (51%) and Uruguay (48%) (Science and Technology Indicators Network, 2017). Data from the National Learning Institute (INA) show that women are very little integrated into specialties such as vehicle mechanics (7% of students are women), telecommunications and telematics (20%), electricity and electronics (6%). In addition, women make up 32% of the total number of students enrolled in engineering careers and 36% of the graduates (State of the Nation Program, 2019).

The lower quality of women's jobs, coupled with problems of discrimination, makes it difficult to close the gender wage gap. In relation to labor income, women earn on average about 90% of what men earn (INEC, 2020). There are important differences in the types of jobs men and women hold. For example, the income received by self-employed women is 45% lower than that received by men in the same condition. Also, in both public and private sector jobs, women earn less than men (7% less and 15% less, respectively). Women in lower-skilled positions receive an average of 15% less than men in the same position. It is important to note that, in addition, salaried women earn an average of 4% more than men. (Chart 8)

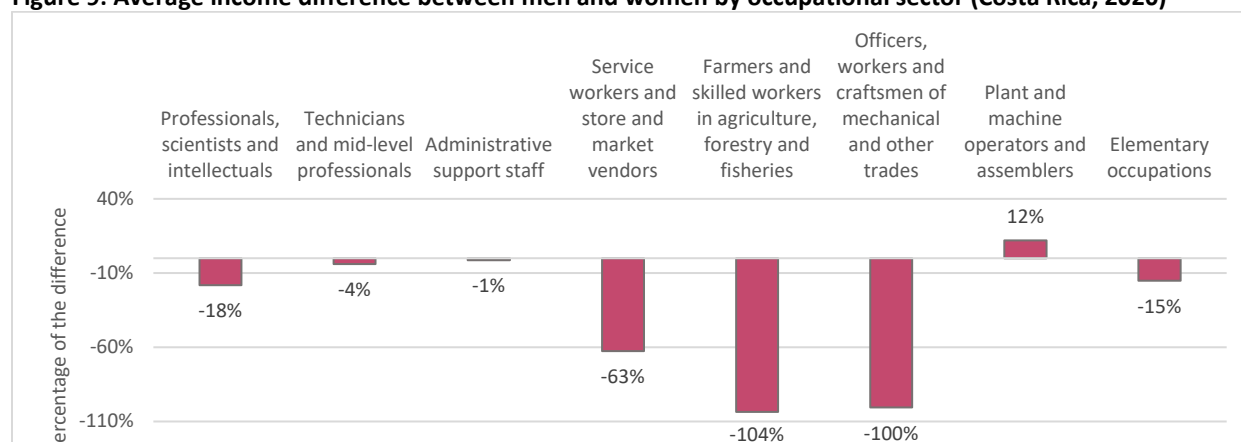
Figure 8: Average income difference between men and women (Costa Rica, 2020)



Source: Own elaboration with data from INEC (2020)

For almost all occupational sectors, women receive lower income than men. According to INEC data, there are sectors where women receive less than half of what men do (Figure 9). This is a situation that expels women from considering these types of niches or categories of employment.

Figure 9: Average income difference between men and women by occupational sector (Costa Rica, 2020)



Source: Own elaboration with data from INEC (2020)

Women's ventures tend to be less productive and less profitable than those of men. Women entrepreneurs are mainly concentrated in micro and small enterprises in commerce, services, and manufacturing (there is little representation in high-productivity sectors or STEMs), and have lower profitability than those owned by men. In the case of Costa Rica, according to data from the *Enterprise Survey* (World Bank, 2020) In Costa Rica in 2010, the percentage of firms with female owners is 43.5%, which is very similar to the regional average (43%). However, only 15.4% of firms have women in senior management positions, a lower percentage than that recorded for peers in the region (21.8%).

In Costa Rica, the transport sector, one of the most productive sectors, employs very few women directly or indirectly, and presents barriers at all levels for them. According to the Inter-American Development Bank (IDB) (IDB, 2016) in the country, less than one-fifth (17%) of the human resources employed in the

transport sector are women, slightly more than the 15% recorded for the Latin American and Caribbean region. In addition, according to data from the Costa Rican Road Safety Council (COSEVI), 100% of drivers in Costa Rica (COSEVI, 2020) Only 30% are women. In recent years, men have received a leave of absence almost twice as often as women. This gap is greater when analyzed by the type of license drivers have for productive work. Only 10% of licensed bus drivers are women, and between 7% and 12% of airport and regular cab concessions are owned by women (although this does not mean that they are the drivers of the vehicle). Currently, there are no female drivers in the railroad sector and only one woman is in a technical position within INCOFER.

Other sources of information denote the same problems and gaps in women's access to the labor market. According to Valeria Lentini (Lentini, Valeria, 2020) as a result, sectoral job segregation is present in all sectors globally. Sectors such as construction, transportation, logistics and communications networks are predominantly represented by men, while third-party care sectors such as education, health and other social services are dominated by women. This situation is further exacerbated when the consequences of the health emergency caused by COVID-19 are analyzed, in which 33% of Costa Ricans will see high negative impacts on their jobs (ILO, 2020), but particularly for some of the sectors where women are more prominent. Table 2 shows the population at risk and the projections on the impact of job losses and female participation by sector.

Table 2: Workers at risk from a sectoral perspective

Economy Sector	Current impact of the crisis on economic production	Female participation in sectoral employment
Public Administration	Low	39,1%
Teaching and health	Low	61.4%
Agriculture, livestock and fishing	Medium-Low	13.1%
Construction	Medium	1,9%
Others 1/	Medium	18,4%
Financial and insurance brokerage	Medium	52,7%
Professional and administrative support activities	Mediu,	33,3%
Transport and storage	Medium-High	12%
Communication and others 2/	Medium-High	38,4%
Households as employers	High	89,2%
Manufacturing Industry	High	28,1%
Trade and repair	High	39,9%
Hotels and restaurants	High	63,3%

1/ Includes mining and quarrying, electricity, gas, steam and air conditioning supplies, water supplies, sewage disposal and waste and pollution management.

2/ Includes information and communications, real estate, arts, entertainment and recreation, activities of extraterritorial organisations and bodies, and other service activities.

Source: ILO (2020)

The consequences of the COVID-19 emergency exacerbate women's vulnerability. According to the ILO (ILO, 2020) as a result, women experience a dual vulnerability as they work in sectors most affected by the economic slowdown brought about by the pandemic (services) and as they perform front-line jobs in response to the pandemic (e.g., nurses). Eighty-seven percent of women who do work are in the tertiary sector, up from 59 percent for men. On the other hand, women have less access to social protection

services and carry a disproportionate workload in the care economy (particularly the closure of study or care facilities).

4. Advances in Women's Sexual and Reproductive Health

Costa Rica's historical investments in the health sector have succeeded in offering its women a better quality of life thanks to the contributions made in the area of sexual and reproductive health. In particular, the country has reduced the maternal mortality rate, the fertility rate, the incidence of adolescent pregnancy and births to undeclared parents. This is due to a multidisciplinary social security system that is also coordinated with other relevant actors in health, education and social assistance.

The fertility rate has been systematically reduced for decades. While in 1960 women averaged 6.7 children, by the 1980s this figure had dropped to 3.58 children per woman. By 1995, women had an average of 2.58 children, and by 2010 this number was 1.88. Currently, women have an average of 1.77 children (World Bank, 2020).

The maternal mortality rate is one of the lowest in the region, yet inequalities persist within the country. While the maternal mortality rate in Latin America and the Caribbean is estimated at 74 deaths per 100,000 births, in the country this figure is estimated at 27 maternal deaths per 100,000 births. This figure has been on a downward trend since 2000, when there were 40 deaths for every 100,000 births. The provinces of Limón and Alajuela have a higher proportion of deaths of this type than other provinces (INEC, 2020).

Costa Rica has committed to a comprehensive agenda in order to contribute to the reduction of the number of adolescents who become mothers and has managed to reduce its incidence in recent years. According to data from the INEC (INEC, 2020) In 2010, 18.7% of births in the country were to women under 19, but by 2019 this figure had fallen to 12.5%. In the provinces of Puntarenas and Limón, the data is higher than the national average (15% for each, respectively).

The presence of a pregnancy during adolescence and teenage motherhood are associated with the initiation of sexual relations. Despite the existence of a law that prevents this, inappropriate relationships (adolescent - adult) are recorded that limit the autonomy of young women. According to the National Survey of Sexual and Reproductive Health (ENSSR) of the Ministry of Health and Central American Population (Ministry of Health and CCP, 2016) by the year 2015 (SSRS-15), the average age of sexual debut for women over 15 is 17, and for men it was 16.

Women who had their first sexual relationship between the ages of 10 and 14 reported that their partner was at least 5 years older than them by 59.6%, and men older than 20 reported that their partner was 5 to 10 years younger than them by 8.5%. This means that in many of these cases these girls and adolescents had sexual relations with older men, a fact that constitutes a crime in Costa Rica⁷. Additionally, according to data from the X Population Census and VI Housing Census of 2011-INEC (INEC, 2011) In the case of girls,

⁷ The Costa Rican Criminal Code provides an express prohibition on sexual relations with persons under the age of 15, even when there is alleged consent by the victim, and considers sexual relations with girls under the age of 13 to be rape (Articles 156, 157 and 159 of the Criminal Code).

8.6% of girls and adolescents between 12 and 19 years of age and 2.6% of their male peers have ever lived in a marital relationship of some kind, which has a negative impact on their chances of development: 74.5% of girls and adolescents who declare that they are or have ever been in a union do not attend the educational system, compared to those who are not or have ever been in a union (17%). In addition, among those who are or have been in a union, 88.3% declare that they do not work, and of these 57.3% only do unpaid domestic work (United Nations Population Fund (UNFPA, 2018)).

A key element in assessing the possibility of women in Costa Rica to decide about their own bodies is the study of contraceptive prevalence. The three most widely used contraceptive methods in Costa Rica place the responsibility for contraception exclusively on women, and none of them protect them from sexually transmitted infections. The only method that does provide such protection, the male condom, has registered a sustained decrease in its use, reaching only 10% among men and 9.2% among women in union (ENSSR-15).

In 2015, 77.8% of women aged 15-49 in Costa Rica use some form of contraception, a slight decrease from the figure for 2010 (82.2%). The most used method is female sterilization (25.5%), followed by oral contraceptives (22.7%) and injectable contraceptives (9.2%) (ENSSR-15). The incidence of the use of contraceptive methods varies according to age group, educational level and geographical area. The vast majority of unmarried adolescents do not use any contraceptive method (only 24.6% report using some method); 76.2% of unmarried women who do not live in the central region say they use a contraceptive method and only 37.9% of unmarried women whose educational level is up to secondary school.

5. Violence Against Women in Costa Rica

The specific data on violence against women is outdated and has not been followed up. The last specific survey on this topic - the National Survey on Violence against Women (ENVCM) - is from 2004⁸. Information has been collected in other instances, however, this impedes temporal and regional comparability. Efforts to replicate the 2004 survey are still scarce, although institutions at different levels such as INAMU, INEC and the Research Center for Women's Studies of the University of Costa Rica have become involved in promoting the agenda for generating data and information on this issue.

The 2004 specialized survey on violence against women shows that 57.7% of the women surveyed reported having been the victim of at least one incident of physical or sexual violence at some point in their lives since the age of 16; 24.2% reported having suffered 4 or more such incidents. For women between the ages of 25 and 49, this percentage was higher (62%), although the situation during women's childhood and early adolescence is not much different: 48% of the women surveyed reported having suffered some type of abuse before the age of 15.

The couple and the family are the areas where women have historically been most exposed to violence. 45.5% of women report having experienced physical violence in these areas, 38.2% sexual violence and 49.6% psychological violence from their partner (ENVCM 2004). According to ENSSR 15, in public spaces, close to 80% of the women surveyed state that they have suffered a situation of violence at some time.

⁸ ENSSR collects information on physical and sexual violence and harassment.

In the student or work environment, close to 70% of the female population reports having suffered some type of sexual violence (almost always or always), in the case of men, the percentage is 60%⁹.

The public transport sector also concentrates high levels of violence. The presence of acts of violence against women inhibits them from accessing public transport and other services provided by the use of buses, trains or cabs. According to data from INAMU (2019), Costa Rican women constantly experience sexual harassment, sexual violence and other types of violence while they are users. The perpetrators are usually men who use violence against women. The effects of this type of behavior result in economic losses for families and societies by not being able to safely access their jobs or other services outside the home. There are limitations with respect to the generation of data and statistics that show the magnitude of the problem of violence against women in the facilities and services offered by INCOFER. There is evidence for other countries that most acts of sexual harassment or violence against women in public transportation occur inside buses and trains, yet there is very little disaggregated information on the incidence of acts of violence or sexual harassment against women for different modes of public transportation.

As in other areas, there is a lack of and limited information about women's safety and experience on public transport. In a survey conducted by the School of Statistics of the University of Costa Rica in the "Actualidades Survey" (University of Costa Rica, 2015) it is concluded that about 62% of women in the country face some form of violence in public spaces (a figure almost double that of men at 33%), this also includes situations that occur while using public transportation services. National authorities have made progress in creating new norms and protocols that seek to prevent and address this type of violence. INAMU and other relevant government institutions, such as the Ministry of Public Security, the Ministry of Public Works and Transport, and other organizations are acting to implement a protocol for the prevention of sexual harassment applicable to all public spaces, including public transport.

In 2017, in a joint effort, INAMU and Incofer ¹⁰signed an agreement to address and prevent violence against women using the country's train service. The agreement consisted of a campaign to raise awareness about the implications of sexual harassment during train travel and the events of violence experienced in stations. During this initiative, 110 Incofer officials and other officials from companies that provide services to Incofer were trained.

The implementation of the protocol responds to an environment of widespread violence experienced by women. For example, the German Society for International Cooperation (GIZ, 2018) conducted a survey to analyze the state of security in urban public transport. Not only do women feel less safe while using the services (47% of women say they do not feel safe, compared to 42% of men), but they are also more often victims of crime (73% of women were victims of theft compared to 63% of men) and sexual harassment (a result consistent with the information provided by INAMU, about 55% of women compared

⁹ In the ENSRR 2016 the question was asked about the frequency (always, almost always, sometimes, almost never or never) of having been exposed to situations that could make the workplace or study uncomfortable. The questions asked about: suggestive looks, approaches to your body, comments about your body or ways of dressing, macho or feminist jokes, caresses, expressions or compliments.

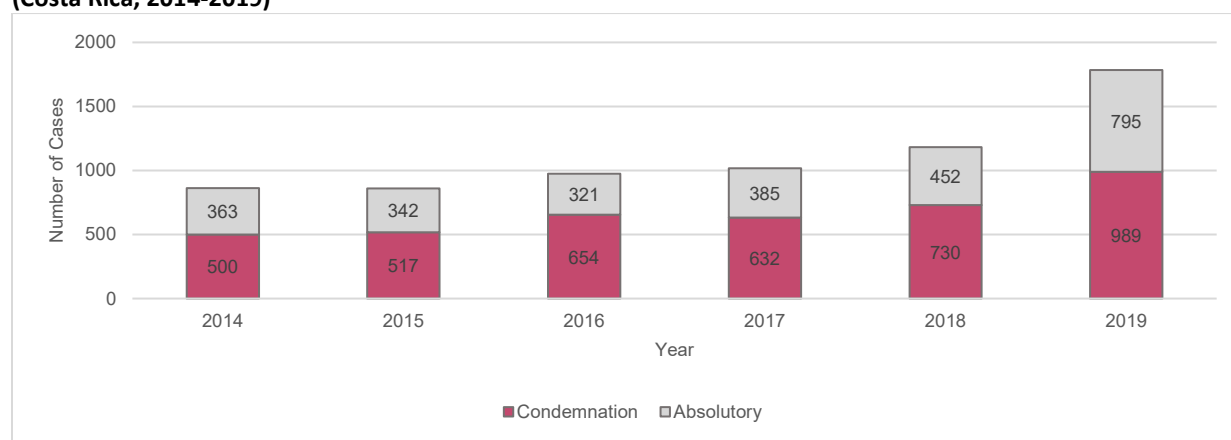
¹⁰ <http://www.planovicr.org/noticias/inamu-refuerza-acciones-para-prevenir-el-acoso-callejero-en-el-tren>

to 33% of men). In addition, about 35% of women (compared to 23% of men) have been touched without their consent while using public transportation (GIZ, 2018).

Data from the judicial system indicate that complaints of violations of the Law on the Criminalization of Violence against Women (LPVCM) have increased systematically each year, and are among the 20 most recorded crimes in the country¹¹. While in 2014 19,284 complaints were registered about this type of infraction, by 2019 the complaints had increased to 22,122. The most important crimes are: mistreatment, failure to comply with a protection measure, offense to dignity, and threats against a woman.

On the other hand, the judicial system has seen an increase in cases with sentences handed down for LPVCM violations since 2014 (Judicial Branch, 2020). This means that in general there is a tendency to report more frequently this type of crime, and an estimate from the authorities to safeguard security and justice for women. (Figure 10).

Graph 10: Number of sentences handed down in adult criminal courts for crimes committed against the LPVCM (Costa Rica, 2014-2019)



Source: Own elaboration with data from the Gender Observatory of the Judiciary (2020)

Drug use and machismo are causes linked to violence against women. ENVCM 2004 reports that in 50% of the cases of physical or sexual violence the aggressor had consumed alcohol or some other narcotic substance. In the case of violence perpetrated by men who did not have a relationship, 34.6% of the incidents report some type of substance. On the other hand, in the survey of Perceptions of the Costa Rican Population on Violence Against Women (National University of Costa Rica, 2013) The study, which was conducted by the National Institute of Statistics and Censuses, reveals that 40% of the population associates MCV with machismo, patriarchal society and unequal power relations between men and women. In addition, 16% of the population mentions cultural patterns associated with upbringing among the causes of MCV.

The effort to improve the collection and systematization of WVC data by improving the administrative records of the institutions that provide services to women victims, conducting specific research, and including specific questions or short modules in more general surveys is noteworthy, however, it does not have continuity. For example, the Third National Youth Survey ¹²(Council of the Young Person - Ministry of Culture, Youth and Sports, 2018) The results of the survey, which were released in 2019, show that 94%

¹¹ Statistical Yearbook of the Judiciary 2016.

¹² The third delivery started in November 2017

of the total number of people who claim to have been victims of rape (1.7% of the total sample, 2.5% for the third survey), 96% of the total number of people who claim to have been victims of sexual abuse (2.7% of the sample), and 95% of the total number of people who admit to having suffered sexual harassment (4.4% of the sample) are women. Also, women report the highest prevalence of psychological and physical violence by their partners: 65.8% of those who report that their partner has ever yelled at them, insulted them, and humiliated them are women (8.2% of the sample), in addition to 62.1% of those who report that their partner has ever pushed them, hit them, or done them any physical harm (2.9% of the sample) (Council of the Young Person - Ministry of Culture, Youth and Sports, 2018).

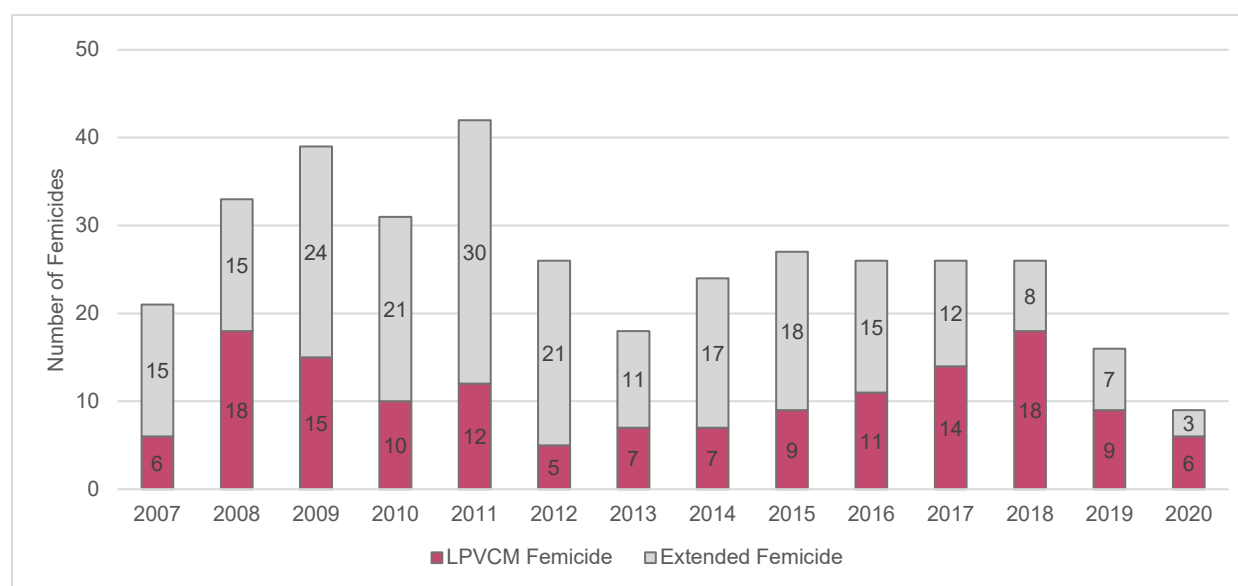
Regarding sexual violence, women report very high percentages of experiencing different expressions of violence, both in the workplace or study, and in other public spaces. The ENVCM 2004, concludes that 38.2% of the interviewed women have experienced some form of sexual aggression after the age of 16, that 27.9% have been touched sexually against their will, and 26% have tried to force them to have sexual relations or have been raped. Rural women report more exposure to sexual violence (50.4%) than urban women (44.6%).

According to the data on the entry of sexual crimes in the adult criminal prosecutor's offices, the five most prevalent sexual crimes are: sexual abuse against minors and incapable persons, rape, sexual relations with minors, sexual abuse against minors and incapable persons (attempt to), and sexual abuse against adults.

The Judicial Branch and INAMU have made an additional effort to keep a detailed count of the femicides that have occurred in the country under both categories. For example, in the year 2019, 9 femicides were committed according to the LPVCM and 7 additional ones according to the Convention of Belem do Pará¹³ in addition, there has been a reduction in this type of violence since 2015 (Figure 11) (Judicial Branch, 2020).

¹³ The deaths of women at the hands of their spouses or current partners are classified as femicide by Article 21 of the Law on the Criminalization of Violence against Women (LPVCM). The expanded definition of femicide also includes violent deaths of women due to their gender, where there was no marriage or union relationship. For example, these are deaths during courtship, after a divorce or after the termination of a de facto union. Also, those that occur in the public sphere, as a result of sexual assault.

Figure 11: Registered Femicides by Type (Costa Rica, 2007-2020)



Source: Own elaboration with data from the Gender Observatory of the Judiciary (2020)

During 2020 (and up to August), there have been 9 deaths of women classified within what has been called extended femicide. In general, femicides in the country are perpetrated by acquaintances of the victims, and in a minority of cases the relationship of the victim is not known. By 2018, the Judicial Branch will (Judicial Power, 2020) reported on the profile of the 26 victims of femicide: the average age of the victims is close to 31, they were living together in de facto union, Costa Ricans; in 65% of the cases the perpetrator was living with the victim, in almost 30% of the cases there was already a history of aggression. In addition, 40% of the homicides against women correspond to femicides. In the vast majority of cases, the femicide weapon corresponds to a firearm or a knife.

Within the group of women most affected by violence, girls and adolescents under 19 years of age should be considered a high-risk population, since the legislation does not protect them, or does so only partially. This is particularly worrying when we analyze the figures related to the establishment of inappropriate relationships, that is, the coexistence of girls and adolescents with adult men and much older than them. Many girls and adolescents who suffer acts of violence are detected in their medical care during their regular visits. Data from the Health Surveillance Directorate of the Ministry of Health for the year 2018 show that the group of adolescents between 15 and 19 years of age is the one with the highest number of reported victims.

Unfortunately, there is no detailed quantitative or qualitative information on the incidence of violence against women or gender-based violence or its characteristics among women belonging to groups that have traditionally been discriminated against, such as indigenous women, women of African descent, women with disabilities, or women of diverse sexual orientation and gender identity and/or expression, all of whom are groups affected by the intersection of various types of inequalities.

6. Barriers for Women in the Transport Sector

In Costa Rica, the public transportation system has improved access to goods and services, and above all, it has improved access to jobs, which has a great impact on women. Data on urban mobility in Costa Rica show that nearly 60% of public transport users are women. When analyzing differences by sex in the use of public transportation, gender roles must be taken into account. For example, women are generally more likely to make more trips on public transport than men because they are responsible for taking children and older adults to schools or care facilities, doing household shopping, and other activities associated with caregiving (IDB, 2016). Worldwide, women are more likely to make shorter but more frequent trips than men. Women's travel patterns are more complex and heterogeneous than those of men. The strong persistence of the care economy in low- and middle-income countries leads many women to make shorter trips both in time and distance. Women are more willing to combine travel, make more domestic trips, and travel with children and more packages than men.

Information about women's patterns, preferences and needs is very limited in Costa Rica. At both the user and service provider levels, there is very little sex-disaggregated information or information showing gender-specific gaps in the country for the transport sector. For example, when analyzing how women behave regarding the use of alternative means of transport, secondary sources of information should be used, not the transport governing bodies. Specifically, according to the State of the Nation Report 2018 (State of the Nation Program, 2018) In recent years, non-motorized transport has been gaining ground in the country. Only in the capital province there are more than 17 kilometers dedicated to bicycle paths, where approximately 125,500 daily trips are made, which represent 2% of the total number of trips, and only 20% of these trips are made by women.

Women who use transportation in Costa Rica behave similarly to women in other cities around the world. Comparing the scarce data available for the country with international information, based on the IDB reading (IDB, 2016) In Latin America, as in almost every country in the world, public transportation systems have not been designed with women's needs and safety in mind. Gaps also exist in both developed and developing countries. The IDB's 2016 data collection shows that there are data for the case of London in England, where only 57% of women capable of driving have a license, compared to 80% of men. While 18% of men choose to use the bicycle as their most frequent means of transportation, only 12% of women do so. In the same collection, data for cities in South America such as Santiago, Montevideo, Buenos Aires and Bogotá show that women have less access to cars and motorcycles than men (Santiago: 3.7% women vs. 13% men; Montevideo: 25% women vs. 38% men; and Bogotá: 10% vs. 17%). However, women use public transportation more than men (for women and men, Santiago 68% vs. 45%, in Buenos Aires 52% vs. 48%, and in Montevideo 31% vs. 23%). Women also make more trips on foot than men (55% vs. 40% in Santiago and 51% vs. 39% in Bogotá for women and men respectively). And as in Costa Rica, women use the bicycle much less to get around (3% vs. 10% in Santiago and 1% vs. 5% in Bogotá for women and men).

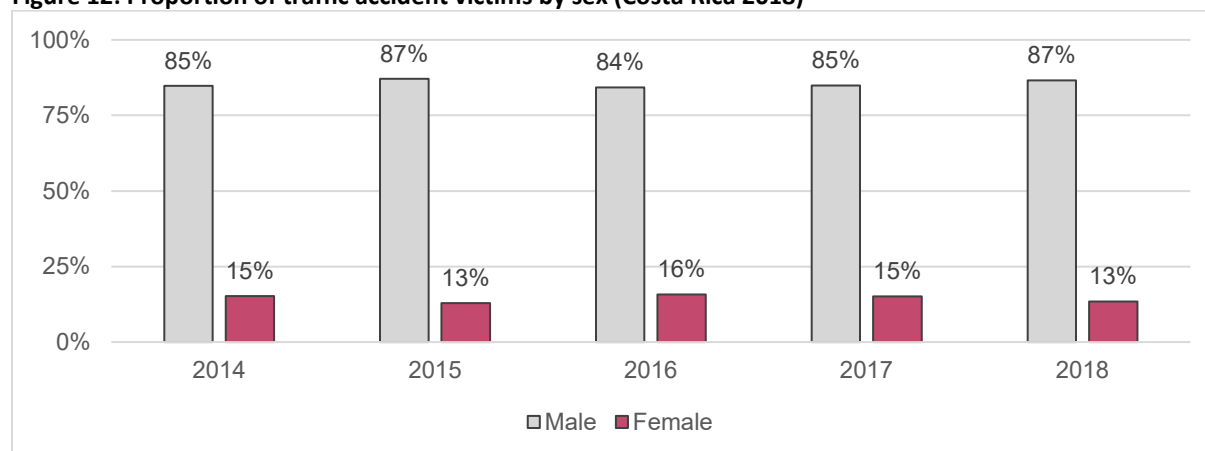
When these data are contrasted with the reality of Costa Rican women (GIZ, 2018) The results are not much different:

- Women generate on average more trips than men (51.4% vs. 48.6%).
- They tend to use the bus a third more than men (36% vs. 27%).
- Only 20% of car trips are generated by women.
- Women have less access to driver's licenses. According to COSEVI's historical data (2020) only 30% of licenses have been issued to women. This shows a greater dependence on the public transportation system.
- Women are also less likely to have access to a private vehicle: 28% of them indicate that they cannot use a private car, this figure is more than 3 times higher than what men indicate (about 8%).
- About 70% of women and 75% of men spend more than one hour a day on public transportation systems, generating economic and efficiency losses.

Women are underrepresented in the transport sector. As mentioned, less than one-fifth (17%) of the human resources employed in the transport sector in the country are women; this figure is slightly higher than the 15% recorded for the Latin American and Caribbean region (IDB, 2016). However, information on the type or quality of jobs is not available. In the last 10 years, men received a leave of absence almost twice as often as women. This gap is greater when analyzed by the type of license drivers have. Only 10% of licensed bus drivers are women and between 7% and 12% of airport cabs and regular cab permits are owned by women. In addition, only 6.2% of traffic police positions are occupied by women

Gender gaps do not only affect women, men die more on the roads. According to information from the Judicial Branch (Judicial Branch, 2019) By 2018, historically, the number of male victims of traffic accidents is almost 6 times higher than the number of women. Most of these cases correspond to collisions, which represent 66% of the victims, followed by outrages (21%). The proportion of these accidents remains relatively constant over the years. There is evidence for other countries that 90% of traffic accidents are associated with human behavior¹⁴, such as cell phone use, alcohol abuse, drowsiness, aggressive behavior and speeding. These are characteristics associated with hegemonic masculinities and therefore it is men who suffer most from the consequences of these.

Figure 12: Proportion of traffic accident victims by sex (Costa Rica 2018)



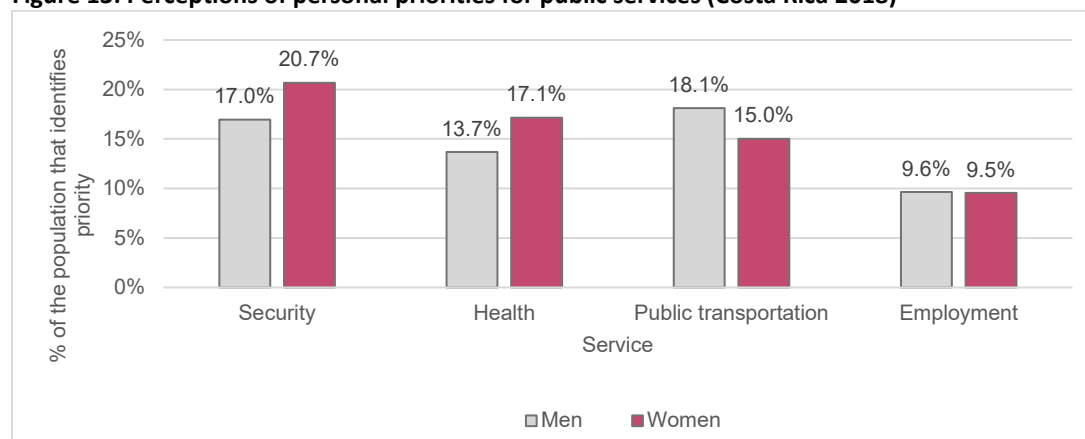
Source: Own elaboration with data from the Judicial Power, 2018

¹⁴ <http://www.dgt.es/revista/archivo/pdf/num150-2001P.18-20.pdf>

To show efficiency, the public transportation system must guarantee safe spaces and participation of women. As discussed in section IV, women tend to feel more insecure about using the service than men, inhibiting their free use and therefore imposing a barrier to access to different types of markets. The violent practices that women suffer on a daily basis can be perpetuated in new forms of mobility, both unimodal and multimodal, and there is a need to provide tools, infrastructure and protocols for the prevention and care of this type of violence.

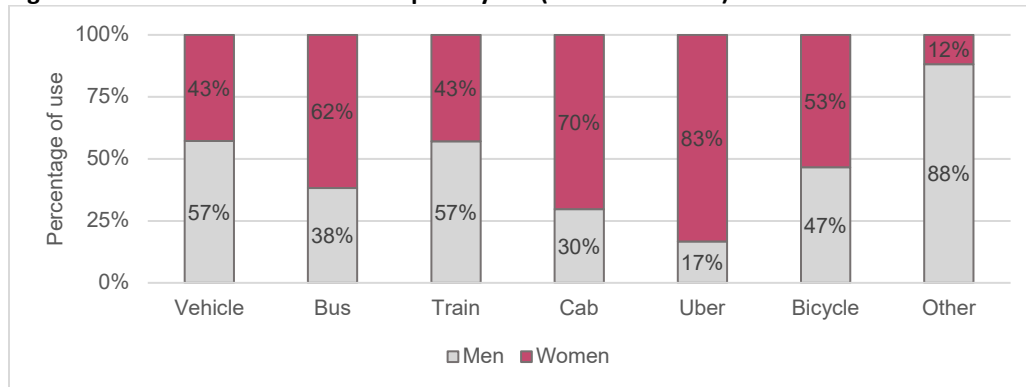
The survey conducted by the Comptroller General of the Republic (CGR) (CGR, 2019) reports that women perceive transportation as one of the top priorities in their lives. Figure 12 shows the perceptions of personal priorities in public services, in addition to the main basic services (not included in figure 12). Women placed citizen safety, health and public transportation as their top options. Although men represent less than the total number of users, they placed transportation as the number one priority, this sector is also highly dominated by men, reflecting the need to design and implement actions to attract more women to the challenging and changing sector as users and service providers.

Figure 13: Perceptions of personal priorities for public services (Costa Rica 2018)



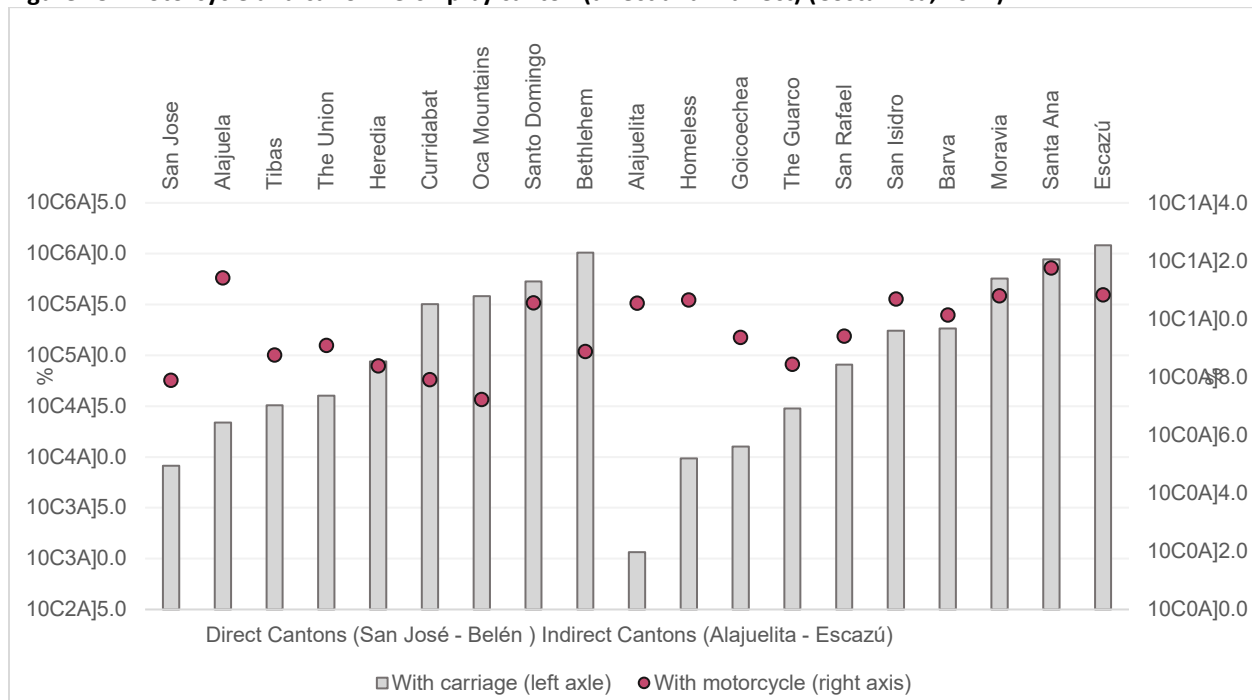
Source: Own elaboration with data from CGR, 2019

Women, although in greater need given the lack of driver's licenses, use the train less than men. According to data from the CGR (2019), women are not the ones who use the train most in the country, 57% of users are men and 43% are women. There is no information for the country on why this behavior occurs, but there is information for other contexts: sometimes women desist from using certain types of transportation because of their inconvenience between stations, frequency of travel and safety inside trains and stations. Nevertheless, they may benefit from train connections if the train functions as a substitute for bus routes or reduces travel times on routes that are primarily taken by private vehicles, cabs, or other similar services. Graph 14 shows the distribution of means of transport according to gender. Women use the means of cab, bus, *Uber* and bicycle much more than men. With regard to the bicycle, the information provided is different from that which the State of the Nation had captured, and this discrepancy can be attributed to the different methodological approaches used.

Figure 14: Most used means of transport by sex (Costa Rica 2018)

Source: Own elaboration with data from GCR, 2019

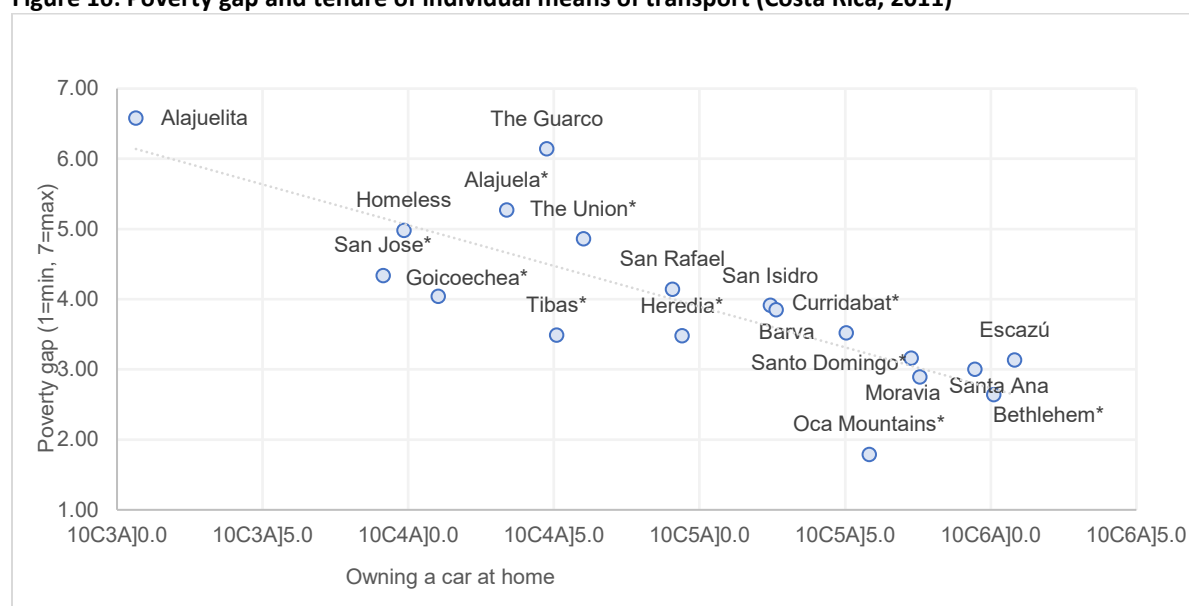
Women depend on the public transport sector for their mobility and, when analyzing the ownership of private vehicles, important differences are found at the territorial level in the cantons served by the train. Ownership of cars and motorcycles varies among cantons. For example, in the direct cantons of Belén, Santo Domingo and Montes de Oca, car ownership per home is over 50% (all cantons where the railway infrastructure is located), while in San José and Alajuela it is over ten percentage points lower (both cantons have direct access to the train but are at the head of the province). These differences are, if possible, more pressing in the indirect cantons: while just over 30% of households in Alajuelita have a car, this percentage is twice as high in Escazú. Motorcycle ownership per household also varies between cantons, although to a lesser extent, and in addition, car and motorcycle ownership per canton does not seem to be correlated (0.09 between -1 and 1) (Figure 15).

Figure 15: Motorcycle and car ownership by canton (direct and indirect) (Costa Rica, 2011)

Source: Own elaboration with data from Census 2011 (INEC, 2020)

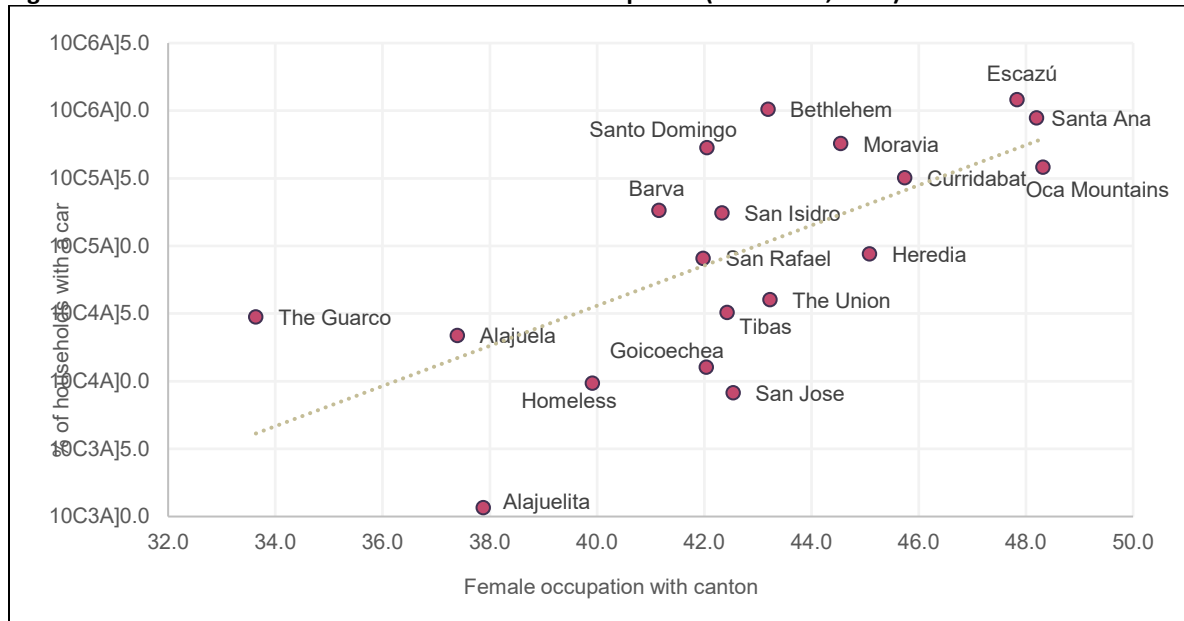
Poverty is a determining factor in access to personal transportation vehicles. A key factor in explaining this variation among cantons is the gap or severity of poverty in the households of each canton. As can be seen in Figure 16 and Figure 17, the cantons with the largest poverty gap tend to have fewer cars, and it is argued that multidimensional poverty measurements can also encompass both aspects of mobility and added factors of poverty. In particular, the case of Alajuelita is an example of the above, since it has the worst poverty gaps, and also the lowest car ownership in the entire series. Other disadvantaged cantons according to the graph are Desamparados, San José and Goicoechea. At first glance, the results do not seem to indicate that there are significant differences between direct and indirect cantons in terms of poverty and car ownership.

Figure 16: Poverty gap and tenure of individual means of transport (Costa Rica, 2011)



Source: Own elaboration with data from Census 2011 (INEC, 2020)

Figure 17: List of households with a car and female occupation (Costa Rica, 2011)



Source: Own elaboration with data from Census 2011 (INEC, 2020)

Head of household and mobility factors at the cantonal level: In addition to these descriptive statistics and the visual inputs associated with them, an analytical regression model, which takes into account head of household and household size, can be useful for understanding the mobility of household members through car or motorcycle ownership.

The estimated models of household headship and mobility are as follows¹⁵ :

$$\widehat{homecar} = \widehat{\beta_0} + \widehat{\beta_1}.jeffem + \widehat{\beta_2}occupy \quad (1)$$

$$\widehat{homecar} = \widehat{\beta_0} + \widehat{\beta_1}.jeffemsc + \widehat{\beta_2}occupy \quad (2)$$

$$\widehat{homecar} = \widehat{\beta_0} + \widehat{\beta_1}.jefmascfemdif + \widehat{\beta_2}occupy \quad (3)$$

$$\widehat{hogarconmoto} = \widehat{\beta_0} + \widehat{\beta_1}.jeffem + \widehat{\beta_2}occupy \quad (4)$$

$$\widehat{hogarconmoto} = \widehat{\beta_0} + \widehat{\beta_1}.jeffemsc + \widehat{\beta_2}occupy \quad (5)$$

$$\widehat{hogarconmoto} = \widehat{\beta_0} + \widehat{\beta_1}.jefmascfemdif + \widehat{\beta_2}occupy \quad (6)$$

Results: While female or male leadership does not clearly explain motorcycle ownership by household, it does explain car ownership in the household, which in turn can influence household mobility.

¹⁵ With the following variables:

- Jeffem = percentage of households led by a woman
- Jeffemsc = percentage of households headed by a woman without a spouse
- Jefmascfemdif = difference in the percentage of households headed by a woman and a man
- Hogarconcarro = % of households with a car
- Hogarconmoto = % of households with a motorcycle
- Occupy = average number of occupants per household

Taking an average canton, for each percentage point more households with a woman in the lead, it can be estimated that the percentage of cars will decrease on average by -1.34 percentage points, and by -1.78 in the case of households with women without a spouse. In other words, taking into account these data¹⁶, it is expected that a canton with 27% of women heading households will have an average of 9 percentage points more cars than one with 20% of women heading households. The difference between households headed by women and men also serves to explain car ownership in the home: for every percentage point more difference between households with a man and households headed by a woman, the number of cars will increase by 0.73 percentage points in a given canton.

A correlation matrix can help to explore preliminarily which pairs of variables are most related to each other. That is, which individual variables have the most influence on other individual variables.

After making the general correlation matrix, all those values that indicate a correlation higher than 0.8 over 1 or lower than -0.8 over -1 have been selected.

In terms of gender, the difference between male and female employment has a high correlation with the poverty gap, average schooling and also the difference in the percentage of male and female heads of household. The latter variable also correlates, but somewhat less strictly, with the poverty gap and average schooling.

	ocupmascfemdif	Poverty Reduction Strategy Paper	average schooling	homecare
Poverty Reduction Strategy Paper	0,8793	1		
average schooling	-0,9136	-0,9116	1	
homecare	0,7359	0,9285	-0,8529	1
homecar	-0,6872	-0,8635	0,8002	-0,8481
gini	0,4464	0,5163	-0,5158	0,6151
jefmascfemdif	0,846	0,6159	-0,6854	0,4427

In other words, what underlies these preliminary calculations is:

- That the greater the difference between male and female employment, the greater the poverty gap and vice versa.
- That the higher the average schooling, the smaller the difference between male and female employment, and the poverty gap, and vice versa.

¹⁶ The series analyzed is small in statistical terms, although the results obtained are solid enough to take into account the relationships obtained. These conclusions should be supported in subsequent studies with larger and more granular series.

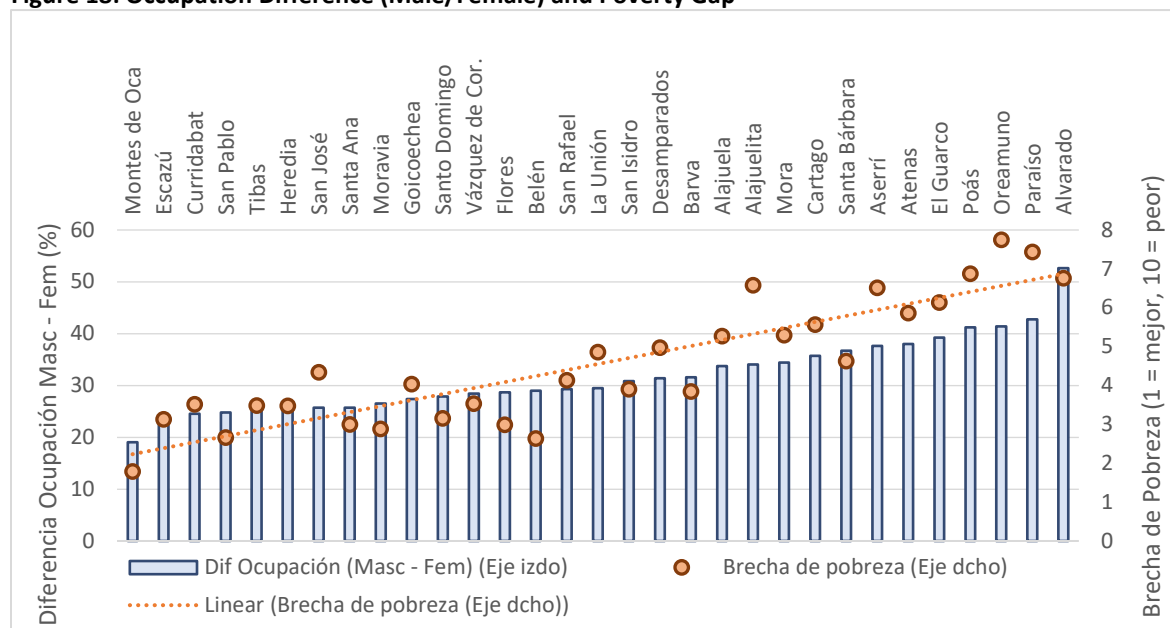
- That households with deprivation are highly correlated positively with high levels of poverty and negatively with schooling. Therefore, the greater the level of schooling, the less poverty is assumed, and vice versa.
- That, individually, there is no variable that correlates strongly with the Gini Index, although households with deficiencies do have a correlation greater than 0.5.

This exercise does not explain or pretend to explain the origin or direction of causality, but merely emphasizes that there are significant correlations between some variables.

The relationships between these variables give an indication of which variables to prioritize when performing more complex analyses, both when carrying out graphs and when computing regressions of various types with sets of variables. In addition, some variables may not be individually related but are collectively related, for which more complex explorations are necessary.

Two variables that are interesting to visualize graphically are the difference between male and female occupation at the canton level, as well as the poverty gap. As can be seen in the following graph, the shape of the poverty gap growth line (orange dotted line), coincides with that of the difference between male and female occupations in a canton. In other words, where the difference between employed men and women is higher, the poverty gap will also be higher, in this case, in Oreamuno, Paraíso and Alvarado. A sensu contrario, Montes de Oca, Escazú and Curridabat are the three cantons with the least difference between male and female employment rates, and also have some of the lowest poverty gaps in the country.

Figure 18: Occupation Difference (Male/Female) and Poverty Gap

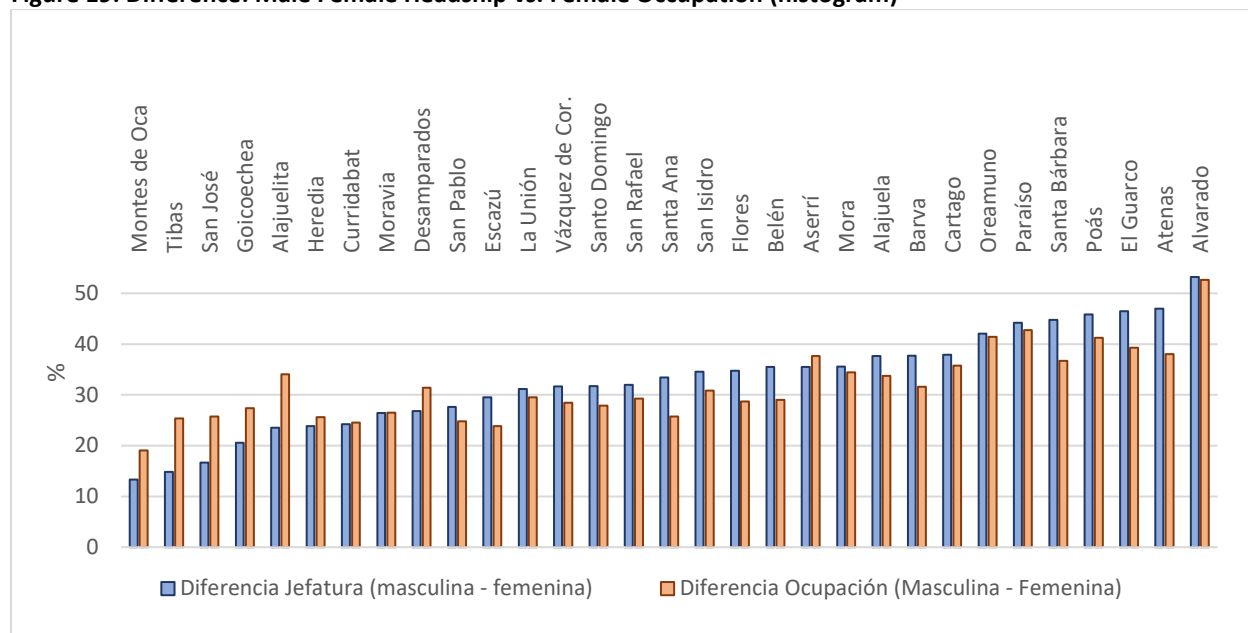


Source: own elaboration

Something similar occurs with the difference between female-headed households and differences in male and female occupation. In those cantons where the difference between male and female heads is less (i.e., where women are more likely to be heads) such as Montes de Oca, Tibás and San José, the difference

between male and female occupations is also less. At the other end of the distribution are El Guarco, Atenas and Alvarado.

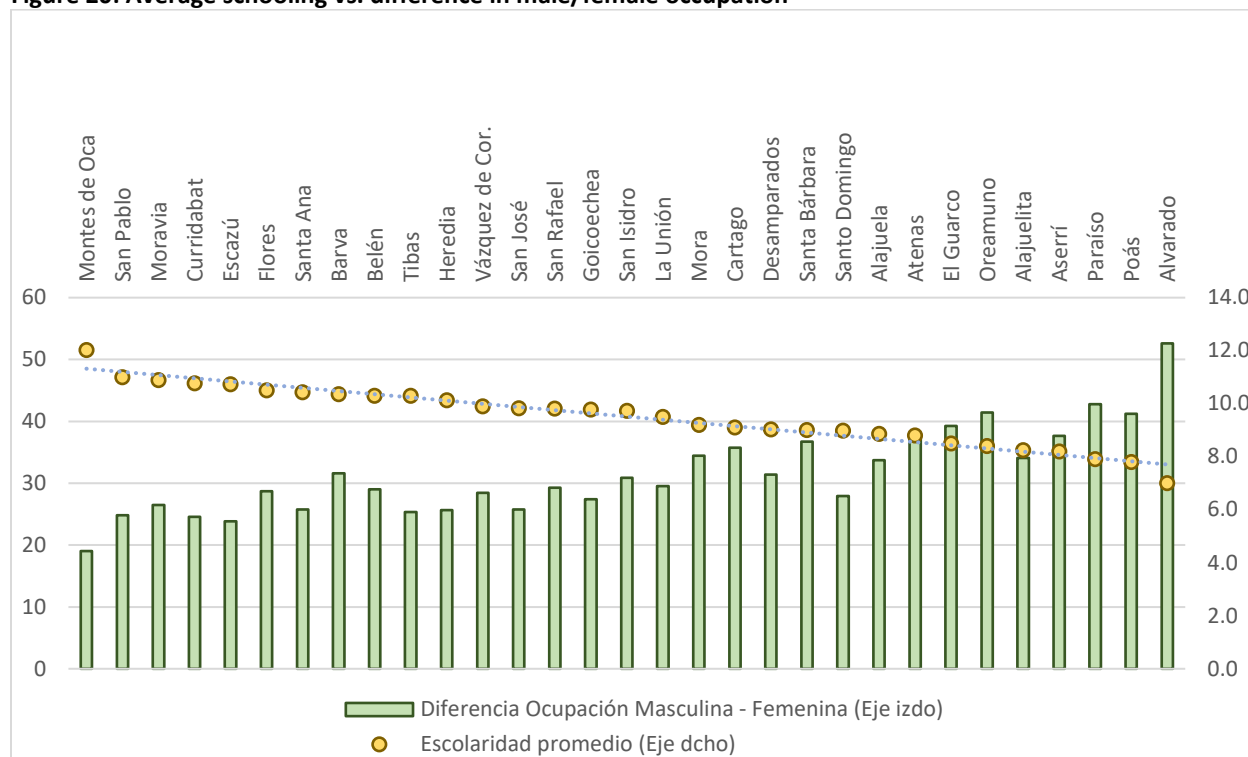
Figure 19: Difference: Male Female Headship vs. Female Occupation (histogram)



Source: own elaboration

There is a negative relationship between average schooling and the difference between male and female employment. In cantons with higher average education, women are more likely to be employed. The negative correlation between these variables is very high (-0.91), although this does not necessarily indicate that there is a direction on the causal mechanism that determines this correlation.

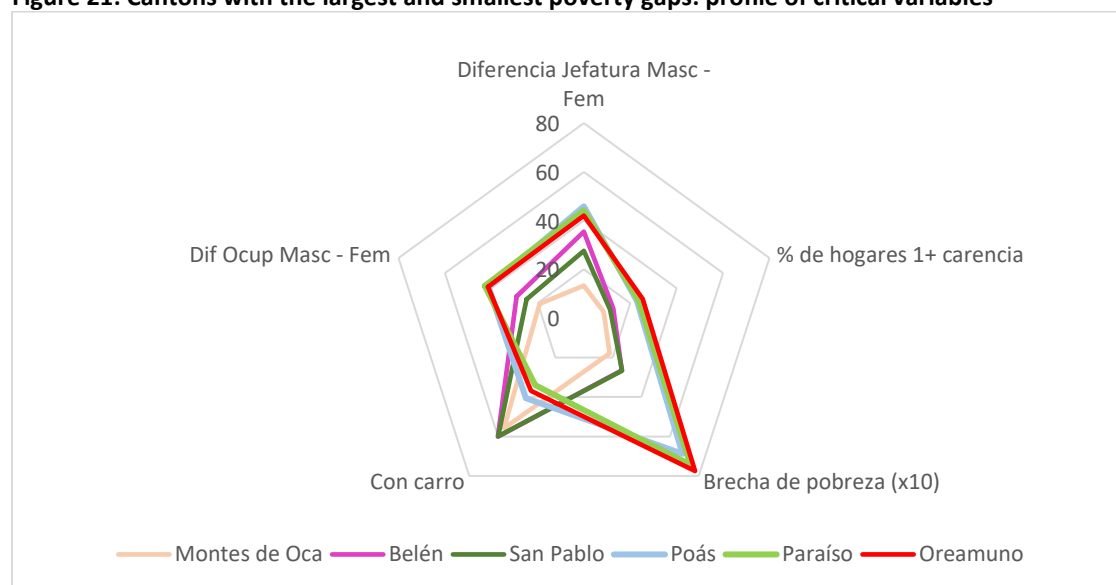
Figure 20: Average schooling vs. difference in male/female occupation



Source: own elaboration

Finally, selecting the three cantons with the largest and smallest poverty gaps, and studying other individually related variables, can help to see what differences exist between these cantons, regardless of the socioeconomic gap. As can be seen in the graph below, which includes five variables, the cantons of Poás, Paraíso and Oreamuno, where there are high poverty gaps, also tend to have households with more deficiencies, more probabilities of having male-headed households, and less probabilities of women being inserted in the labor market than the three cantons with the lowest poverty gap in the sample (Montes de Oca, Belén and San Pablo). In addition, the poorest cantons also have fewer cars, with a difference of almost 20 percentage points with respect to the richest ones.

Figure 21: Cantons with the largest and smallest poverty gaps: profile of critical variables



Source: own elaboration

Without access to private vehicles, women use public transport services more, yet are often excluded for reasons associated with their safety. Sometimes this is a result of high rates of sexual harassment in mass transit systems, a phenomenon that is present worldwide (Osmond and Woodcock 2015; Simicevic, Milosavljevic and Djoric 2016). Affordability of transport is a challenge, as travel expenses consume 30 percent or more of the income of the poor in the region, adding to the already high costs of travel time (Kaltheier 2002; Vasconcellos 2001). As noted in the previous section, nearly 70 percent of women report being assaulted in public transportation systems and on average earn less than men.

The government and other non-governmental actors are implementing actions that contribute to the inclusion of the gender perspective through specific actions that seek to create spaces for women in the sector. Based on a review of GIZ (2018), the following are some of the most relevant initiatives that contribute to closing gender gaps or contribute to the empowerment of women within the sector (table 3).

Table 3: Relevant gender equity initiatives for the transport sector

Project name	Name of the institution leading the process	Type of institution	Gender-Specific Action or Gender Mainstreaming
Women on the move	NGO, MOPT	Government	Working on increasing women's leadership within the sector. Prevention and care of violence against women in public transportation.
Costa Rica's Decarbonization Plan	MINAE	Government	Incorporation of the gender perspective in activities to mitigate and address climate change.

Project name	Name of the institution leading the process	Type of institution	Gender-Specific Action or Gender Mainstreaming
Participation in the Interministerial Technical Committee on Climate Change	MINAE in collaboration with INAMU	Government	Through multisectoral dialogue, incorporation of the gender perspective in different actions that promote attention to climate change
Ecovillas	UN Development Programme	International Organization	Prevention and care of violence against women through the promotion of safe public spaces for women.
Police officers addressing sexual harassment on public transportation	INAMU in collaboration with the Ministry of Public Security and other institutions.	Government	Training and education of police officers to prevent, address and reduce violence against women on public transportation.
Preventing and addressing violence against women on bus/train routes	CANTRANS, Incofer	Private Sector	Through communication campaigns and training of employees and working on prevention and care of violence against women.
Women in Engineering	UCR	Academy	Providing participatory spaces to attract more women to study STEM careers in order to provide economic opportunities for women
Toolkit for transport practitioners	GIZ	Civil Society	Workshops on gender and mobility, addressing violence against women.

The country still needs more data on women's participation in the sector, including information on how many women are in decision-making positions, what percentage women represent as service providers or users of public transportation such as cabs and trains, and what are the perceptions and cases of violence.

Based on the analysis of available information, the transport sector in Costa Rica is still dominated by men in all spheres of decision-making and the provision of transport services, including the train network. Initiatives that consider the gender perspective are dispersed and not institutionalized in the context of Costa Rican transport, and projects such as the one proposed could generate positive impacts on women. Based on the analysis of available information, the transport sector in Costa Rica is still dominated by men in all spheres of decision-making and the provision of transport services, including the train network. Initiatives that consider the gender perspective are dispersed and not institutionalized in the context of Costa Rican transport, and projects such as the one proposed could generate positive impacts on women. Currently, INCOFER has a woman as its executive president. Within the institution's board of directors, 42% (3 of 7 positions, including the executive president) of the positions were awarded to women and 58% to men (4 of 7 positions). There is no public information on the constitution of human resources within INCOFER, which limits the analysis of women's participation within the institute itself. However,

there is a need to open up spaces for women at all technical and decision-making levels of the institution, in order to ensure that the gender perspective is integrated.

7. Gender Action Plan

The following are the considerations that will be taken into account for the development of the gender action plan. This action plan seeks to incorporate activities that will improve women's participation as users and providers of train transportation services. These activities must be led in an inter institutional manner and at different levels of public administration.

Given the proximity of changes of the political cycle to ensure sustainability, and continuity of the project, it is recommended that the new authorities are informed about the project. The implementors of the initiative should consider, if necessary, new approaches that align the proposed activities with the incoming representatives' new priorities. Also, it is recommended to identify technical focal points across institutions that serve as linkages between the new teams and the executors of this initiative. The work with local governments should be leverage as they recently started their new cycle and relevant activities, and plan should be presented and discuss. Periodic meetings, webinars, workshops and monitoring update meetings are also suggested to coordinate, adapt, scale and sustain activities.

In case, an institution is dissolved, the activities should be delegated to another relevant organization that have similar capacities.

Activities related to violence against women are not presented/ pretend to be implemented in isolation. The umbrella project incorporates activities and plan to support the construction of infrastructure that aim to prevent and address violence against women in transport.

After the identification of relevant institutions and initiatives, actions and indicators will be proposed for the following dimensions.

Dimension 1 -Mobility and Safety:

- Consideration of gender-differentiated mobility patterns, including intermodality of different media.
- Prevention of violence against women in public spaces and in train service

Dimension 2 - Accessibility

- Gaps in access to transport systems and means of transport represent a major barrier to women's access to the economic, political and social spheres
- The new or rehabilitated infrastructure should be designed to take into account the needs of women and to safeguard their physical autonomy.

Dimension 3 - Participation

- The possibility of generating direct and indirect jobs for women in the public transport sector, in particular on the train.
- Creating spaces for women to participate at all levels of decision-making.

The CABI gender specialist will play an important role during the project implementation of the project. The Specialist will make sure the commitments towards gender equality (and aligned across institutions) are being met within the role of CABI of supervising INCOFER as implementer of Component 3.

Gender Action Plan ¹⁷

Activities	Goals and indicators	Responsibility	Timeline	Approximate budget (US\$)
1. DIMENSION: MOBILITY AND SAFETY Violence against women is present in public spaces and the train does not escape from this reality. In order to avoid costs and economic losses, it is necessary to prevent and address the problem in the most expeditious manner. It is proposed to design activities that promote the training of the personnel that will allow them to identify the violence events and provide tools to facilitate the approach of the women to the specific services in case of an attack. On the other hand, it is necessary to have the implementation of communication tools and campaigns directed to men and women in order to prevent and attend to violence against women. For its part, it is necessary to generate information on women's mobility patterns, as well as their specific needs when using the train's transport system and the various intermodal connections.				
1.1 Prevention of violence against women on trains and in other public spaces				
1.1.1 Establish social communication campaigns aimed at men and women to identify sexual harassment practices and other types of violence in trains and waiting stations (these activities will also address risky behaviors that threaten women such as consumption of substances by men as stated in the National Violence Against Women Survey. This activity should be informed with the results of 1.2.2)	Number of communication campaigns generated (Baseline (LB): 0, Target: 4) Number of users who warned about violent practices (Monitor – 53% men, 47% women) ¹⁸ Number of graphic pieces (Monitor: (i.e.: this will depend on the spaces they will be placed)	Main responsible: Incofer and Inamu Coordination with: Relevant municipalities, COSEVI	year 4 and 5	US\$ 20,000
1.1.2 Training Incofer personnel with the new sexual harassment law	Number of trained staff members (LB: 0, target: 80%; this indicator will be sex-disaggregated) ¹⁹	Main responsible: Incofer and Inamu	year 5	---

¹⁷ See Annex B for a more detail budget allocations.

¹⁸ The targets are calculated based in the GCR information showed in figure 14

¹⁹ Incofer indicates in 2019 that the total number of staff is 53. This excludes contractual and temporary staff. However in 2017, a sexual harassment training was delivered for 110 employees.

Activities	Goals and indicators	Responsibility	Timeline	Approximate budget (US\$)
	Number of evaluations (implementation and report) for trainees on knowledge acquired during training (BL: 0, target: 1)	Coordination with: Ministry of Security, Public Force, COSEVI		
1.1.3 Implementing a rapid reporting system for cases of violence against women	Number of systems designed and implemented (LB: 0, Target: 1) Percentage of staff trained to handle complaints (WP: 0, Target: 80%, this indicator will be sex-disaggregated and aligned with 1.1.2) Number of qualitative evaluations (implementation and report) for trainees on knowledge acquired during training (BL: 0, target: 1) Percentage of cases handled through the system (WP: 0, target: 75%) Bi-annual reports of the evolution of received reports (BL: 0, T: 6)	Main responsible: Incofer and Ministry of Security Coordination with: Inamu, Municipal Offices for Women, Ministry of Security, Ministry of Justice	year 4	US\$ 20,000
1.1.4 Establish a complaint mechanism for cases of violence against women that acts automatically	Number of panic buttons implemented in the enhanced spaces (LB:0, Target: 5 - 1 per enhanced space) Number of applications developed for smartphones that allow reporting violence against women (WP: 0, Target: 1) ²⁰ Number of communication campaigns for users to learn about the complaint mechanism (LB: 0, Target: 1)	Main responsible party: Incofer and relevant municipalities Coordination with: Inamu, Ministry of Security	year 4	US\$ 120,000
1.1.5 Implement an adequate lighting system that safeguards the safety of users, mainly women	Percentage of improved facilities within stations with adequate lighting (LB:0, Target: 100%) Percentage of areas surrounding the train infrastructure that have improved facilities with adequate lighting (WP: 0, target: 100%)	Main responsible party: Incofer, relevant municipalities	year 5	--- ²¹

²⁰ There is not a lot of evidence on the effectiveness on mobile apps to prevent violence against women (VAW) or to change social norms, however the app mentioned will aim to capture information in situ of VAW, as an action to act fast when women are in danger. The app will provide guidelines to file a complaint and seek for help with the relevant institutions. in coordination with the Justice System. The application needs to be developed after a consultation with possible victims of violence in public transport. It could be either a free app developed for Android and iPhone or a SMS system. In coordination with the Ministry of Security, the app or message will send an alert to police officers/special task force that will be located are around the area of the event. The officers will arrive where the victim is at the moment and they can file the complaint and give assistance to her/him/the. The program is aiming to implement a pilot project at first and then expand, and adapt based on an evaluation

²¹ Part of the budget for the construction of the train

Activities	Goals and indicators	Responsibility	Timeline	Approximate budget (US\$)
		Coordination with: Costa Rican Institute of Electricity		
1.2 Generation of information on mobility and accessibility patterns with a gender perspective				
1.2.1 Design, implement and analyse a comprehensive multimodal transport pilot survey that gathers information about users, destinations, waiting time, means of transportation, affordability, private transportation use, etc. All information should be disaggregated by sex and presented to show differences between men and women and intersectionality of different population groups. A report will be developed and published.	Number of pilot surveys conducted (BL: 0, Target: 1) Number of pilot survey reports (BL: 0, Target: 1) Number of dissemination workshops to relevant stakeholders (BL: 0, Target: 2) Number of published reports (BL:0, Target: 1)	Main responsible party: incofer, MOPT, INEC	year 4	\$30,000
1.2.2 Conduct a gender-sensitive evaluation or survey (and its recommendations) at the user level to better understand the different needs and perspectives of women and men in terms of access to services and infrastructure. It will include a violence against violence module. A report will be developed and published.	Number of evaluations/surveys conducted (LB:0, Target:2) Percentage of users surveyed (differentiated by men and women – 47% women, 53% men) (WP: 0, target: 10%) Number of presentations/workshops held (webinars, face-to-face events) in which results and recommendations were presented (WP: 0, Target: 2) Number of published studies with respective recommendations based on the implemented survey (LB:0, Target: 1) Number of qualitative evaluations (implementation and report) for attendants on knowledge acquired during workshop (BL: 0, target: 1)	Main responsible: Incofer together with INEC In coordination with: Inamu, UCR, CGR.	year 5	US\$ 50,000 ²²

²² First year

Activities	Goals and indicators	Responsibility	Timeline	Approximate budget (US\$)
2. DIMENSION 2: ACCESSIBILITY It is necessary to ensure that women can access different types of services, not only when using the train or waiting inside the stations, but also the connection with other types of multimodal transport and other public spaces, where they are protected by their physical autonomy. The improved infrastructure should include the necessary spaces to ensure women's comfort and take into account their mobility patterns (accompanied, with shopping carts, or multiple bags or packages, or strollers for children)				
2.1 Improving women's accessibility to other public spaces and other forms of transportation				
2.1.1 To have new infrastructure that ensures designs with a gender perspective in which their physical integrity is protected and allows for adequate use of the infrastructure.	Number of stations with gender-sensitive infrastructure (Target: at least 90% of stations) Number of other services offered by the train service included in the plan that are implementing actions to improve and ensure accessibility for women ²³ (WP:0, target: at least 80%) ²⁴ Number of monitoring mechanisms to ensure the gender sensitive infrastructure is being implemented (BL: 0, target: 1) The project has a holistic approach to new infrastructure and has thus not put specific targets and indicators for the infrastructure itself. Examples are: The program will make sure that stops are adequate for women's height, pregnant women or women traveling with kids. Manhole covers and/or rainwater inlets should consider having holes that are not a threaten for women wearing heels or sandals. Also, they will dedicate spaces for pregnant women, and include separated bathroom for men and women (where planned).	Main responsible party: Incofer	year 5	--- ²⁵

²³ Improvement of ramps, steps, waiting seats in order to have spaces that consider the height and behavior of women (women carrying bags, cars, children, etc.), reservation of spaces for people traveling with children, cars or elderly, improvement of compliance in the granting of spaces reserved for pregnant women, lighting, etc.

²⁴ .

²⁵ Part of the budget for the construction of the train

Activities	Goals and indicators	Responsibility	Timeline	Approximate budget (US\$)
2.1.2 Improving women's accessibility to non-motorized mobility services	Number of mother and child programs promoting bicycle use (LB: 0, target: 1) Number of bicycle and road safety education programs targeting women (LB:0, target: 1) Percentages of bicycle parking with dedicated spaces exclusively for women (LB:0, target: at least 50%) Number of mothers that are part of the project (BL: 0, target: 500) Number of qualitative evaluations (implementation and report) for women and children on knowledge acquired during training (BL: 0, target: 1)	Main responsible: Inamu and Cosevi In coordination with: Incofer, MOPT, bicycle organization.	year 4	US\$ 30,000
3. DIMENSION 3: PARTICIPATION The public transportation system, and in particular the train, must serve as a potential employer of women, not only within institutions such as the Incofer or the MOPT, but must also be able to connect women to employment or entrepreneurial opportunities, whether they serve as providers to the institution or are independent. These jobs must be framed in formality and if possible be technical jobs in the STEM sector. On the other hand, it should be ensured that women are involved in decision making and policy dialogue in order to ensure implementation of programs and policies that take into account their perspectives and views.				
3.1 Generation of direct and indirect jobs for women in the public transport sector, in particular on the train				
3.1.1 Program to attract women to join the Incofer workforce and offer equal conditions to men	Number of programs (incl. assessments and actions) to attract women trained in the STEM field designed and implemented (WP: 0, Target: 1) Percentage of total technical positions that are women hired in technical positions (WP: Target: 15% per year 2, 25% per year 4; 40% per year 10)) Percentage of total drivers who are women drivers (WP: 0, Target: 10% per year 2, 20% per year 4; 40% per year 10) Number of mentoring programs for women in the railway sector (LB: 0, Target: 1)	Main responsible party: Incofer In coordination with: Public and private universities, technical training institutes (public and private), Ministry of Labor.	year 5	--- ²⁶

²⁶ No specific budget because it is considered a task within the normal responsibilities of Incofer
 GENDER ANALYSIS AND ACTION PLAN

Activities	Goals and indicators	Responsibility	Timeline	Approximate budget (US\$)
3.1.2 To encourage the hiring and provide spaces for women entrepreneurs ²⁷ to be part of the tertiary service providers that the train acquires	Number of programs (incl. assessments and actions) designed and implemented to facilitate access by women entrepreneurs as providers (mechanics, cleaning, collection, food, etc.) for train service (WP: 0, Target: 1) Number of protocols designed and implemented to prevent sexual harassment in the workplace (WP: 0, Target: 1) Number of sexual harassment prevention trainings designed for Incofer staff (LB: 0, target: 1) Percentage of employees trained in workplace sexual harassment prevention (LB: 0, target: 80%) Percentage of total services that are administered by women (WP: 0, target: 45%)	Main responsible party: Incofer In coordination with: National Learning Institute, Ministry of Labor	year 5	--- ²⁸
3.2 Creating spaces for women to participate at all levels of decision-making				
3.2.1 Establish spaces for women to be promoted to decision-making positions within the activities relevant to the train.	Number of programs designed and implemented for the promotion and participation of women in decision-making (WP: 0, Target: 1) Percentage of total board members and management positions that are women (LB: ; target: 50%)	Incofer	year 4 and 5	US\$ 30,000
4. KNOWLEDGE MANAGEMENT				
4.1. Create and disseminate knowledge products				
4.1.1. Create knowledge product on lessons learned and disseminate	Final report on lessons learnt in gender sensitive LRT (WP: 0; target: 1) Disseminate report online (WP: 0; Target:1)	Incofer	Year 4	US\$ 30,000
Total budget:				US\$ 330,000

year 1	year 2	year 3	year 4	year 5	year 6
0	0	0	0	255,000	75,000

²⁷ According to the definition of the International Finance Corporation (IFC) of the World Bank Group are those businesses where at least 51% of the ownership, the vast majority of operational and management activities are in the hands of women.

²⁸ No specific budget because it is considered a task within the normal responsibilities of Incofer

Annex A – Civil society organizations

	Name of the Organization	Type of organization	Sector (ie: transport, violence, economic empowerment, rural development)	Scope (short description of main activities)	Flagship project	Website
Transport / mobility	Chicas en ciclo	Colectivo	Transport / mobility	Space for women's empowerment through the use of bicycles in recreational cycling	Weekly women-led bicycle rides	https://www.facebook.com/chicasenciclo/
	Accesivir	NGO	Transport / mobility	This groups defends and promotes the rights and duties of all citizens among the different users of our roads, sidewalks and public road spaces in general. 1. Road education through workshops or campaigns. 2. Activities in the public space	The main objective of this ngo is to raise awareness among the general population about active mobility, and to teach about violence on the road, as part of this component has positioned the issue of gender-based violence on the road through activities such as activities	http://www.accesivir.org/costa-rica/
	Mujeres en movimiento (Red Costa Rica) *	-	Transport / mobility	1- Activation of organizations or groups that work on mobility and gender issues 2- Provide training processes 3- Research	One of the main achievements has been the participation in training and socialization processes on the issue of mobility with a gender perspective for different stakeholders and institutions involved in decision making in relation to the transportation sector	http://mujeresenmovimiento.net/
	Centro para la Sostenibilidad Urbana *	NGO	Transportation/mobility/public space/empowerment	Research processes in relation to mobility and transportation with the cross-cutting axis of gender. Creation of projects related to the improvement of the quality of life in urban centers with a focus on inclusion and human rights.	1- Brigada AntiAtraco: metodología para la creación de espacios públicos libres de atraco callejero. Incluye el componente de capacitaciones, intervenciones en el espacio, distribución de información, entre otros. 2- Investigaciones como la Encuesta de percepción sobre el transporte público con enfoque de género (EN transporte) sobre la situación del transporte público en el país. 3- Planes de movilidad sostenible con enfoque de inclusión y derechos humanos.	https://cpombana.org/
	Cooperativa de Mujeres Taxistas en la Movilidad	Cooperative	Transport / mobility	Cab transportation service provided by women	Women-led cab transportation services	https://www.facebook.com/Cooperativa-de-Mujeres-Taxistas-en-la-Movilidad-101573434812871/
Public spaces	Elecho Boomerang	Social enterprise	Diversity and inclusion in companies	The company's pillars are: 1. Communication 2. Training processes for the development of capabilities 3. Innovation and project management	Tips with respect to project to incorporate safety-related topics in the urban platform, gender-sensitive training processes for platform drivers to improve the safety of female users' trips.	http://www.viajescomerango.com/# http://www.elecho-boomerang.com
	Punto del Olmo *	Colectivo	Access to public space	Promote and defend women's rights through the creation of alliances and the activation of work among diverse social sectors. 1. Activation of different groups, collectives and others in relation to women's rights 2. Innovation through platforms and projects such as Hollaback for the mapping of cases of street harassment 3. Training and dissemination of information on street harassment	HeyHollabackCR: platform for mapping cases of sexual harassment in public spaces throughout Costa Rica	https://www.cyma.cr/activa-hollaback.org/?fbclid=IwAR3Zz4PKoL-BHDeqYMBps17qgf40dd32eVMHRo6JkEXz0CABRRE-FrG# https://www.facebook.com/pdocal/?fbclid=IwAR3Zz4PKoL-BHDeqYMBps17qgf40dd32eVMHRo6JkEXz0CABRRE-FrG#
	Acción Respeto *	Colectivo	Empowerment / mobility / public spaces	This organization has used idea of interventions as a way to raise awareness regarding sexual harassment in Costa Rica. 1. Awareness raising campaigns 2. Political advocacy 3. Interventions in the public space 4- Workshops	Political advocacy such as the promotion of the Law against sexual harassment in public spaces in Costa Rica. They have also carried specific interventions in public spaces to raise awareness among the population.	http://www.facebook.com/accion.respecto.cr
	Colectiva comando	Colectivo	Mobility/ empowerment	Formed collective that seeks to generate critical spaces, reflection and solidarity through art and performative walks. 1- Dissemination of information related to different topics concerning to the experience of being a woman in Costa Rica 2- Workshops	Dissemination of information on women's rights	http://www.facebook.com/ColectivaComando/
	Acceder*	Citizen association	Empowerment/ Sexual and reproductive rights	The experience of this organization focuses on preventing and eradicating violence and discrimination based on gender, sexual orientation and gender identity through: 1. Strategic litigation, legal and political advocacy 2. Capacity building 3. Citizen-led dissemination strategies and social leadership to prevent and eradicate violence and discrimination based on gender, sexual orientation and gender identity.	Collaboration with the creation of the lawsuit against sexual harassment in Costa Rica. Political advocacy processes. Research related to the situation of sexual and reproductive rights of women, adolescents and girls. Research related to the reality of lesbian, bisexual and non-heterosexual women.	http://www.accionecol.org/~/media/Asociacion/ACCION%20Civildadadon%20GACCI/DOCUMENTOS/Asociacion%20civildadadon%20GACCI/Siglas_paseo%20paseo%20Cy%20comando%20de
	Fundación Justicia y Género	Foundation	Women's rights	The foundation seeks the incorporation of human rights with a gender perspective in the administration of national and international justice. The Fundación Justicia y Género is an instance that facilitates the creation and exchange of actions and knowledge, under an independent, sustainable structure based on strategic alliances.	Observatorio Justicia y Género: It is a platform that allows access to research on the justice administration system and to legal publications with a gender perspective, allows the identification of good judicial practices to guarantee the enjoyment of human rights. This focuses on the rights of populations such as: Women, People with disabilities, LGBTI Population	http://observatoriojygen.org/

Access to Rights

Mujeres en el campo	Name of the Organization	Type of organization	Sector (e: transport, violence, economic empowerment, rural development)	Scope (short description of main activities)	Flagship project	Website
	Mujeres Women Connecting	Citizen initiative	Empowerment/ leadership/ economic empowerment	The goal of this organization is to work for a world where girls, adolescents and women are in leadership positions, creating solutions for a more prosperous, inclusive and just society for all human beings. Through: 1- Leadership training 2- Training processes for companies	1- Training events for women of all ages on leadership issues. 2- The annual event Mujeres Women Connecting as a platform for the visibility of women's work in different areas. 3- Networking between organizations	http://www.mujeresconectando.org/
	Sala Brasil	Social solidarity economy enterprise	Empowerment/ economic empowerment/ STEM	The objective of the organization has been to encourage and strengthen local development by working with organizations, social enterprises, community networks and social movements at national, regional and global levels with a feminist approach. In 4 main areas: 1- Digital technologies for development. 2- Knowledge management. We promote the exchange and collective construction of knowledge, as well as making it free and open. 3- Art and culture for social transformation. 4- Social solidarity economy. We promote a social and solidarity economy as an alternative for development, especially for the most vulnerable populations.	1- Processes to make women in science and technology more visible. 2- Research on the technological and digital gender gap.	http://www.salabrasil.org.br/
	Chicas al frente	Social initiative	Economic empowerment/ Empowerment	Initiative that holds monthly events, where different women are invited to come to share their wisdom and new awareness on a specific topic according to an agenda of issues configured under a gender perspective.	1- Training spaces on various topics related to the experiences of being a woman in the country. These spaces are physical and virtual. 2- Creation of Networking between different feminist organizations. 3- Feminist economic network: a mapping of services and women providers in the country.	http://chicasalfrente.com/sobre-nos/
	Red de mujeres rurales	Women's school	Economic empowerment/ Empowerment	The Rural Women's Network is an organizational space that articulates rural women, in defense of their interests and rights.	1- Articulation and networking spaces. 2- Visibility of the realities of women in rural areas of the country.	http://www.facebook.com/RedMujeresRurales/

Annex B. Stakeholder Meetings

In the development of the Funding Proposal to be submitted to the Green Climate Fund, several meetings were held with stakeholders regarding the gender issue. In this sense, the following actions were carried out:

1. Meeting June 14, 2020

The objective of this meeting was to identify synergies, coordinate activities, list stakeholders and review sources of information with the ongoing GEF/UNDP study (see file 1). In this regard, it was identified that the Gender Plan developed for the GEF/UNDP study was discussed with different stakeholders.

2. Meeting August 18, 2020

The objective of this meeting was to identify the actions carried out by INCOFER and the National Women's Institute (INAMU) related to gender in the operation of the Train (see file 3):

- INCOFER as part of the Institutional Commission for Gender Equality.
- INCOFER and the National Women's Institute signed an agreement to contribute to the Eradication of Violence Against Women and the Promotion of Respectful Relationships.
- INCOFER and Transfeco y Cía. S.A. personnel were trained on the Prevention of Sexual Harassment in Public Spaces". Advertising was installed on passenger train cars internally and externally "Campaign for the Prevention of Sexual Harassment in Public Spaces". In addition, advertising is installed in stations on "Campaign for the Prevention of Sexual Harassment in Public Spaces".

3. Meeting September 19, 2020

Since August 2018 the Multilevel Technical Table (Mesa de Técnica Multinivel, MTM) has been created as a coordination and participation mechanism to define, enable and implement the urban and territorial planning conditions necessary to generate Transport-Oriented Development (TOD), taking as a starting point the area of influence of the TRP project and its stations, as well as the accessibility infrastructure generated by the municipalities, such as sidewalks, boulevards, bike paths and parking lots. The MTM is coordinated by the Ministry of Housing and Human Settlements (MIVAH), as it is the governing body for land management in Costa Rica.

Other participants in the MTM include the Office of the First Lady, the National Institute of Housing and Urban Development (INVU), the Institute of Municipal Development and Advisory Services (IFAM) and the National Union of Local Governments (UNGL), the Ministry of Planning, the Ministry of Environment and Energy (MINAE), the Ministry of Finance, the National Registry, the Costa Rican Railway Institute (INCOFER) and the Ministry of Public Works and Transport (MOPT). On the private sector side, the Chamber of Commerce, the Chamber of Construction and the Council for Real Estate Development (CODI) participate, as well as international cooperation actors such as the United Nations Development Programme (UNDP), the German Cooperation Agency (GIZ) and the Global Environment Facility (GEF), and representatives of the academic sector and civil society (urban collectives, development associations, impacted population).

On September 19, 2020, Grütter Consulting presented to the MTM the progress of the project funding proposal, including the socialization of the results of gender diagnostic and the proposed Gender Action Plan. More than 50 people attended the meeting from entities listed above. Due to covid-19 restrictions, this meeting was conducted through zoom (virtual platform).

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