

Understanding the Status of Women in Costa Rica



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Report Submitted to:

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Abstract

Women in Costa Rica have suffered from underrepresentation in political spheres and in business. This leads to discrepancies between women and men in economic opportunities, human rights, and political representation; where women get less favorable situations, opportunities, and outcomes. Vital Voices Costa Rica (VVCR) aims to assist in the solution of this problem by mentoring women that want or need guidance in any of the three focus areas. The goal of our project was to design and implement an impactful yet concise infographic on the Vital Voices Costa Rica website. To complete our goal, we did extensive research to find annually updated statistics within the three categories, followed by creating the infographic and implementation guide with instructions on how VVCR will update the infographic yearly. Within the infographic, the statistics in the three categories previously mentioned portray a greater picture of the status of women in Costa Rica. In addition, the initiatives that VVCR is implementing are hyperlinked for potential users who want to learn more or participate within the organization. The project resulted in spreading awareness regarding the status of women in Costa Rica, encouraging support and involvement from the community, and overall helping to initiate a positive change.

Acknowledgements

Our team would like to thank our sponsors Eugenia Gamboa and Ani Cubillos of Voces Vitales Costa Rica. Both Eugenia and Ani were essential in allowing us to better understand what a woman's role or life in Costa Rica looks like, and the gender roles that are appointed onto women in different lines of work. It was important in this project for us to gain a clear understanding of the perception of women in work and home life. Although statistics for women having political or higher business roles are high, these women are not treated well or with respect, and thus the Women's Movement is still ongoing in Costa Rica.

Thus, with their help, we were able to paint a clear picture of where the Women's Movement currently stands in Costa Rica, as well as the initiatives and programs that Voces Vitales Costa Rica is implementing to help. With their guidance and the use of data and statistics found online, we were able to create a clear and concise infographic that depicts the progress of women in economic empowerment, human rights, and political leadership, as well as the ways that Voces Vitales Costa Rica is assisting the movement. Both Eugenia and Ani were critical in ensuring we used accurate data, as well as confirming that our infographic would be impactful to new users coming to their organization's web page. Thus, raising Voces Vitales Costa Rica's chances of a new person being curious about the movement and wanting to join in their cause.

We would like to thank our advisors, James Chiarelli and Darko Volkov, from Worcester Polytechnic Institute for their help with guiding our project, and checking with every draft that our paper and presentation would be well received. Their guidance and direction made sure that we truly understood the goal and result of our project and that our team remained on track towards that goal.

Lastly, we would like to thank Worcester Polytechnic Institute for making our trip to Costa Rica, and this project possible.

Executive Summary

Voces Vitales Costa Rica (VVCR) is a leading chapter in Central America, and a chapter of the global Vital Voices initiative started in 1997 by Hilary Rodham Clinton, Alyse Nelson, and Madeleine Albright. Vital Voices chapters all over the world are working to improve the status of women to better their communities by supporting them in three primary categories: human rights, economic empowerment, and political leadership.

With their success, VVCR has successfully launched many life-changing programs and opportunities for the women of Costa Rica. To support and strengthen their accomplishments, VVCR requested that we design a system to display statistics to keep the public informed about the current status of women in Costa Rica. The statistics used would need to be updated annually for the progression of the movement to be recorded. With the success of our project, people in Costa Rica, Central America, and all over the world would be able to learn more about VVCR's work and potentially get involved.

Project Goal

The project goal was to design and implement an impactful yet concise infographic on the Vital Voices Costa Rica website and provide Voces Vitales Costa Rica with guidance on how to update the information yearly. Voces Vitales Costa Rica wanted an infographic system that could be added to their webpage and updated annually, this became our primary goal. The secondary goals were to utilize internet-accessible data from trusted sites with statistics that were updated yearly, as well as to include initiatives that VVCR is currently implementing on the

infographic. This would provide users more information on how VVCR is taking action towards the cause and would additionally provide users resources on how they can join the cause.

Methodology

Our work started with background research about the general status of women in Costa Rica with emphasis on Vital Voice's three areas of focus: human rights, economic empowerment, and political leadership. As our research progressed, our primary task became to select three statistics from each of the three categories, making a total of nine metrics, that adequately represent the current status of women in Costa Rica. Once the metrics were selected, the infographic was designed using an online platform called Venngage to concisely display the statistics as well as VVCR's initiatives. An implementation guide was created by our team to accurately instruct VVCR on how to update the infographic annually. The guide includes instructions on where the statistics can be found yearly, as well as specific instructions on how to find each particular statistic.

Findings, Conclusions, and Recommendations

The infographic was the final deliverable, however, the impact of this project goes beyond a statistical display. It is an opportunity for an important and influential organization to serve as a "go-to" source of information about the women's movement in Costa Rica. As the public searches out information about this issue and finds VVCR, it will become the gateway to more sponsorships, more volunteers, and more women helped by the organization. With the growth of VVCR, they will be able to provide more women with their incredible programs and

opportunities, which will then allow the women's movement in Costa Rica to continue to improve, creating a cycle of growth with great effects.

Authorship

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Acknowledgements	All.....	All.....
Executive Summary	Victoria.....	Elizabeth.....
Project Goal.....	Victoria.....	Elizabeth.....
Methodology.....	Victoria.....	Elizabeth.....
Findings, Conclusions, and Recommendations.....	Victoria.....	Elizabeth.....
1 Introduction	Elizabeth.....	All.....
1.1 Human Rights.....	Elizabeth.....	Erin.....
1.1.1 Domestic Abuse.....	Elizabeth.....	Erin.....
1.1.2 Childhood Marriage.....	Elizabeth.....	Erin.....
1.1.3 Human Trafficking.....	Elizabeth.....	Erin.....
1.2 Economic Empowerment.....	Elizabeth.....	Hussein.....
1.3 Political Participation and Leadership.....	Elizabeth.....	Victoria.....
1.4 Costa Rica as a Whole.....	Elizabeth.....	Victoria.....
2 Background	Hussein & Elizabeth.....	All.....
2.1 About VVCR.....	Hussein.....	All.....
2.2 Objectives of VVCR.....	Hussein.....	All.....
2.3 Organizations Similar to VVCR.....	Elizabeth.....	Hussein.....
2.4 Lending a Hand to VVCR.....	Hussein.....	All.....
3 Methodology	Erin.....	Hussein & Victoria.....
3.1 Data Collection.....	Erin.....	Hussein.....
3.2 Infographic Design.....	Erin.....	Victoria.....
3.3 Implementation Guide.....	Erin.....	Victoria.....
4 Findings & Deliverables	Hussein & Erin.....	Elizabeth.....
4.1 Findings.....	Hussein & Erin.....	Elizabeth.....
4.2 Deliverables.....	Erin.....	Elizabeth.....
5 Conclusions & Recommendations	Victoria.....	Erin.....
Appendix A: English Version of the Infographic	All.....	All.....

Appendix B: Spanish Version of the Infographic	All	All
Appendix C: English Version of the Implementation Guide	All	All
Appendix D: Spanish Version of the Implementation Guide	All	All

Table of Contents

Abstract	i
Acknowledgements	ii
Executive Summary	iv
Project Goal.....	iv
Methodology.....	v
Findings, Conclusions, and Recommendations.....	v
Authorship	vii
Table of Contents	ix
List of Figures	xi
List of Tables	xii
1 Introduction	1
1.1 Human Rights.....	1
1.1.1 Domestic Abuse.....	1
1.1.2 Childhood Marriage.....	2
1.1.3 Human Trafficking.....	4
1.2 Economic Empowerment.....	7
1.3 Political Participation and Leadership.....	9
1.4 Costa Rica Overall and Our Project.....	10
2 Background	13
2.1 About VVCR.....	13
2.2 Objectives of VVCR.....	14
2.3 Other Organizations similar to VVCR.....	15
2.4 Lending a hand to VVCR.....	17
3 Methodology	19
3.1 Data Collection.....	19
3.2 Infographic Design.....	22
3.3 Implementation Guide.....	23
4 Findings & Deliverables	24
4.1 Findings.....	24
4.2 Deliverables.....	27

5 Conclusions & Recommendations	29
References	31
Appendix A: Full English Version of the Infographic	36
Appendix B: Full Spanish Version of the Infographic	42
Appendix C: Full English Infographic Implementation Guide	48
Appendix D: Full Spanish Infographic Implementation Guide	53

List of Figures

Figure 1: A screenshot of the implementation Guide. This shows how to update the statistic of the rank of Costa Rica in regards to gender equality.

Figure 2: Implementation Guide - Instructions on finding the Global Gender Equality for Economic Opportunity and Educational Attainment Statistic

Figure 3: Implementation Guide - Instructions to update the corresponding icons on the infographic for the Global Gender Equality for Economic Opportunity and Educational Attainment Statistic

List of Tables

Table 1: The table that was used in order to first organize the statistics from each source into a category.

Table 2: The final nine statistics that we proposed to our sponsor to include in the final design of the infographic.

1 Introduction

As in many other countries, women in Costa Rica are faced with discrimination and inequalities in many facets of their lives. These inequalities affect women's human rights, economic empowerment, and political participation.

1.1 Human Rights

1.1.1 Domestic Abuse

Human rights affect women in ways such as domestic abuse, household representation, and human trafficking. Domestic violence is a serious issue that is seen all over the world in copious amounts. Defined by the National Domestic Abuse Hotline as “a pattern of behaviors used by one partner to maintain power and control over another partner in an intimate relationship” (National Domestic Violence Hotline 2019). Domestic abuse includes physical abuse, emotional abuse, sexual abuse and coercion, reproductive coercion, financial abuse, and digital abuse. It includes behaviors that “physically harm, arouse fear, prevent a partner from doing what they wish, or forcing them to behave in ways that they do not want” (National Domestic Violence Hotline 2019). Multiple forms of domestic violence or abuse may be occurring at any one time within the same intimate relationship. In the United States, 25 percent of women experience “severe intimate partner physical violence, intimate partner contact sexual violence, and/or intimate partner stalking with impacts such as injury, fearfulness, post-traumatic stress disorder, use of victim services, contraction of sexually transmitted diseases purposefully, etc” (National Coalition Against Domestic Violence 2019). In Costa Rica, 35.9 percent of females experience lifetime physical and/or sexual intimate partner violence, with 7.8 percent of

those females experiencing this violence within the last twelve months. Costa Rica has a much larger percentage of women affected by domestic violence, and thus, they have a larger problem to address in terms of women's home life as well as the perception that men may have of women in the home. Women who have endured domestic violence or abuse have higher rates of depression and suicidal behaviors, post-traumatic stress disorder, anxiety, chronic pain, disability, stillbirth, and miscarriage. That list of negative impacts is not limited to just the said effects, every woman is unique to her experience. Victims of domestic violence or abuse are also at higher risk for developing addictions to alcohol, drugs, or tobacco. (National Coalition Against Domestic Violence 2019). This creates a deeper problem within a victim's self-esteem and may prevent them from believing and attempting to do greater things for themselves and the community around them.

1.1.2 Childhood Marriage

In addition, 21.2 percent of females are subjected to childhood marriage (UN Women, 2016). Childhood marriage is defined by the U.N. as any woman being married under the age of 18 and can happen due to several factors such as poverty, tradition, and survival. Young girls in many countries are not seen as potential wage owners and can often be seen by their family as a financial burden, and consequently, they become less valuable than boys. This is why in cases like poverty and survival, for parents with several children or families, childhood marriage is a "way to help alleviate the desperate economic conditions they find themselves in" (World Vision 2020). In some communities where childhood marriage is more common, there may also be a bride price, "the amount paid by the groom to the parents/family of the bride," and younger girls often get a higher price due to their ability to bear more children for a longer time span. In some traditions, marriage is purely seen as a phase of womanhood and once a woman's menstruation

begins, the next steps are simply seen as marriage and then motherhood. In some cases, younger girls can often be perceived to be more easily shaped into obedient wives and thus are more valuable. In other traditions, child marriage is more political, allowing different communities to strengthen their ties with one another or allowing families to ensure that their honor is preserved by offering a pure daughter. In some communities ensuring a daughter's purity is extremely important to maintaining a family's honor, "In many cultures, girls who have lost their virginity are considered 'ruined' or 'unsuitable' for marriage. Parents may arrange a union for their daughter while she is young to ensure she remains a virgin and to maximize her child-bearing years." (World Vision 2020). Due to women's perceived roles in the home, childhood marriage can be detrimental to the future and lives of the young girls subjected to it. It can have harmful effects seen in a woman's education, health, and poverty. Due to the perceived household roles that a woman must keep, many girls are forced to drop out of school to focus on the household and the children that they are expected to have and raise. Moreso, statistics from the U.N. have shown that "girls who are not in school face a greater risk of being brides: girls who have no education are three times more likely to marry before 18 than girls who attend secondary school or higher" (World Vision 2020). In terms of health, younger teens and girls are at higher risk of dying during childbirth, "complications in pregnancy and childbirth are the leading cause of death globally amongst adolescent girls ages 15 to 19" (World Vision 2020). They are also not physically or mentally prepared to become mothers and oftentimes may find it difficult to voice their needs or rights, especially around topics such as family planning or contraception. Making childhood marriage mentally and physically toxic for a young growing girl. Lastly, poverty, one of the causes of childhood marriage, is also a consequence of childhood marriage. This creates an endless loop of poverty that young girls continue to be caught in. Without education or the

means to get and maintain a job, women often find themselves helpless in the cycle of poverty and are unable to end the cycle for them or their families. Furthermore, in communities or countries where women have no perceived rights, without the full advantages of social recognition, citizenship, and inheritance, they are even more subject to domestic abuse, enduring the physical, emotional, sexual, and economic abuse that may befall them without a means for help. These impacts and extreme damages that childhood marriage causes young growing girls to experience makes the statistic of 21.2 percent of females experiencing this in Costa Rica that much more harrowing. This means that almost one in four young girls are married at a young impressionable age and are currently experiencing the detrimental effects that come as a result. This along with the domestic violence that impacts women in childhood marriage and otherwise, paints a greater picture of what women are experiencing within their home life.

1.1.3 Human Trafficking

Human trafficking is another harmful problem that unfortunately plagues women in Costa Rica. The United States considers “‘trafficking in persons’, ‘human trafficking’, and ‘modern slavery’ to be interchangeable umbrella terms that refer to both sex and labor trafficking,” and under the Palermo Protocol and Trafficking Victims Protection Act of 2000, human trafficking is defined by the U.S Department of State in 2019 as:

sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age; or the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery

Commonly, depending on the country, human trafficking can present itself in different ways and traffickers can prey on a different set of victims to achieve their goals. For example, “traffickers in Brazil, under the guise of religious mandates, exploit Brazilian victims in forced labor, including on farms and in factories and restaurants, after the victims join certain churches or religious cults.” While in the United States, “traffickers prey upon children in the foster care system. Recent reports have consistently indicated that a large number of victims of child sex trafficking were at one time in the foster care system” (U.S Department of State 2019). This shows that depending on the country, human trafficking differs not only in nature but in the people who are affected. The variant nature of human trafficking can add to the difficulty that many communities and countries face in accurately tracking how many people are not only participating in trafficking but are falling victim to human trafficking. Other challenges include organizations not having the funding or capacity to develop well-designed systems to correctly search and analyze the data they may collect. Leading to these organizations not being able to correctly paint the full human trafficking problem in their country. A third challenge in the data collection for human trafficking is that “the privacy of individual trafficking survivors may be compromised by inadequate data management practices and systems susceptible to intrusion or corruption” (U.S Department of State 2019). The fourth challenge is known as “siloes data”. This is when the data collected on human trafficking is not public information and is only available to the collecting organization, or their funders in some cases. The last challenge in achieving accurate data collection on human trafficking is the lack of standardized data on the matter. The data sets available are oftentimes only reported cases and are not consistent across organizations, thus the majority of the time the data presented may be incomplete and incompatible. In Costa Rica, an average of 89 people per year are reported to fall victim to

human trafficking (Alvarado, 2018). This includes paid sexual acts with minors, aggravated pimping, and the other definitions of human trafficking previously mentioned. The breakdown is as follows: 48 girls were victims of paid sexual acts with minors, 14 women were victims of aggravated pimping, and 27 women were victims of the other forms of human trafficking previously mentioned. But this data has also experienced the problems previously mentioned with data collection. This number only represents the number of victims who have come out of human trafficking and reported it, along with the number of victims that have fortunately been saved from the terrors of human trafficking. In Costa Rica, human traffickers exploit both domestic and foreign victims, and traffickers from abroad exploit victims from Costa Rica as well. Traffickers in Costa Rica subject women and children to sex trafficking within the country, with those living in the North and Central Pacific zones being more vulnerable (U.S Department of State 2019). Many adult traffickers also use children to transport or sell drugs, and many LGBTQI (Lesbian, Gay, Bisexual, Transgender, Questioning/Queer, and Intersex) persons are also subject to sex trafficking in Costa Rica. Women and girls from Nicaragua, the Dominican Republic, and other Latin American countries have been identified in Costa Rica as victims of sex trafficking and domestic servitude. Making the sex industry a huge aspect of the human trafficking that takes place in Costa Rica, and leaving many young and adult women susceptible to the terrors that come with being trafficked. Taking into account the statistics for domestic violence, childhood marriage, and human trafficking that women of all ages experience in their lifetimes, it paints a somber and dark picture of the problems that women face and the experiences they are subjected to live in their private lives.

1.2 Economic Empowerment

Struggles with economic empowerment include disparities in economic opportunity, employment, compensation, and other such inequalities. Economic empowerment includes a “woman’s ability to participate equally in existing markets; their access to and control over productive resources, access to decent work, control over their own time, lives and bodies; and increased voice, agency and meaningful participation in economic decision-making at all levels from the household to international institutions” (UN Women 2018). Women’s economic empowerment is essential to the general public realizing and valuing women’s rights and gender equality. In the human rights section, many of the problems women in Costa Rica face stem from them being stuck in the cycle of poverty and having no way out of it on their own because they do not have the economic means to do so. In Costa Rica, 77 percent of males compared to only 47 percent of females participate in the labor force. This statistic only represents women over the age of 18, which means that about one in two adult women do not work, and do not have the economic means to support themselves or their families. This leaves them and the families they may have more vulnerable to the harrowing situations outlined earlier such as economic abuse, childhood marriage, and human trafficking. A woman’s economic empowerment not only involves her but involves the family she potentially has, because if she cannot assist her family in their economic stability and they fall into severe poverty, they may have to resort to marrying their potential daughter off (childhood marriage) or falling into human trafficking as a means to provide for their family. Allowing for more women to join the work-force, and giving women more economic opportunities may heighten the public perception of women and their value. As it stands, women are not perceived to be as valuable as men, because they offer no economic stability or financial gain to the family they are in. Globally, for women aged 25-54, the labor

force participation rate for women is 63 percent compared to 92 percent for men, and when including a younger age range (aged 15 years and up), the labor force participation rate is even lower at 48.5 percent for women compared to 75 percent for men (UN Women 2018).

Comparing Costa Rica to the world, Costa Rica lies at about 1.5 percent less than the global average. Like the rest of the world, Costa Rica has to work to close this labor force gap, and consequently, they will raise the status of women in Costa Rica. In contrast, once a woman gets a job, she then must be able to keep that job going forward. “Unemployment is defined by the Bureau of Labor Statistics as people who do not have a job, have actively looked for a job in the past four weeks, and are currently available for work” (Amadeo 2019). In 2019 in Costa Rica, unemployment rates for males were 9.3 percent unemployed compared to 14.2 percent for females (INEC, 2020). To compare, globally the unemployment rate for males was 5.5 percent compared to 6.2 percent for women. This means that the unemployment rate for women in Costa Rica is double the unemployment rate globally, contributing to the idea that in Costa Rica, not only is it hard for women to get economic opportunities, but it is also hard for them to keep these opportunities long term. Contributing more to the problem of women being undervalued and underrepresented in the public eye.

1.3 Political Participation and Leadership

As a whole, political leadership around the world is male dominant. The terms political participation and leadership are representative of any positions in power or government that a person holds. Often, statistics for political participation and leadership characterize the minority of the types of people in different positions, such as race and gender. In this case, we are looking into the political participation of women due to the majority of positions in politics being held by

men. In terms of parliaments, only 24.3 percent of all national parliaments were women (UN Women 2019). However, in Costa Rica there is a 45.6 percent female representation in parliament (Tribunal Supremo de Elecciones 2018). Making Costa Rica's parliament about 80% equal as compared to the global average of 30%. Parliament is a legislative body of government that generally has three functions: representing the electorate, making laws, and overseeing the government via hearings and inquiries (Republic of Austria 2019). The Parliament plays a big role in representing the people, such as: administering the laws of the state, deciding what the country should spend money on, who should pay how much in taxes, electing other important office-holders representing the state, keeping other parts of the government in check, amongst other responsibilities. This is why it is important for the people within the Parliament to come from diverse backgrounds, and not only be representative of one group of people. This diversified background in terms of gender is not seen in many Parliaments around the world, however, in Costa Rica female representation is well above the average. In addition, Costa Rica has a score of 3.018 out of 4 concerning the country's equality of political power by gender (SPI, 2019). This takes into account all political positions that are held in Costa Rica and depicts how gender equal Costa Rica is in terms of political leadership and representation. This would mean that Costa Rica is about 75.45% equal in terms of gender equality in politics. On the other hand, Costa Rica, like the rest of the world, has sections of their politics that could do much better in terms of gender representation. Taking into account the last 50 years, there has only been 4 years where Costa Rica has had a female Head of State (World Economic Forum 2019). This means that they only have a female Head of State about 8% of the time, compared to other countries globally who have a female Head of State about 19% of the time. Head of State is another way to describe the chief public representative of a country, such as a president or monarch, who may

also be the head of government. (Cambridge Dictionary 2020). This position in politics formally represents the people in the nation (representative of the president's role in the U.S), while the head of government is the person in charge of creating and executing laws (representative of the legislature system in the U.S). While the global rate for Heads of State is still dismal despite it being better than Costa Rica, it shows that Costa Rica still has ways to go in the representation of women in political positions.

1.4 Costa Rica Overall and Our Project

Although Costa Rica still has many improvements to make in gender equality and representation, it ranks 13th out of 153 countries in the 2020 Global Gender Gap Report with a score of 0.782, where a score of 1 represents maximum gender equality (World Economic Forum, 2019). This is an improvement from previous years, as they climbed nine spots since the 2018 Global Gender Gap Report, where they scored a 0.749. To compare, the United States ranks 53rd out of 153 and with a score of 0.724 (World Economic Forum, 2019). Costa Rica also ranks 6th out of 153 countries in the 2020 Global Gender Gap Report, regarding political empowerment with a score of 0.545 (World Economic Forum, 2019). This shows that Costa Rica has made very significant strides towards total equality in comparison to the rest of the globe, but there is still further progress to be made. In terms of educational participation and opportunity, Costa Rica ranks 112 out of 153 countries with a score of 0.607, moving down seven spots since 2018 when they had a score of 0.614.

Women are often overlooked in many areas of work, including politics, entrepreneurship, and more. Usually, this is because women are not provided with the tools for attaining leadership success, and in daily life, women are not viewed as leaders. Women's suffrage in Costa Rica was

granted at a national level in 1949, granting women the right to vote in elections, and occurred after many other countries had already granted women these rights. Some of the other countries include: the United States who granted women's suffrage in 1920 - 29 years before Costa Rica did, Brazil who granted women's suffrage in 1932 - 17 years before Costa Rica did, and Costa Rica's neighbor Panama, who granted women's suffrage in 1946 - 3 years before Costa Rica did. To contrast Costa Rica's history with women's suffrage and legislature, in 2010, Laura Chinchilla became the first female president in Costa Rica's history, winning the popular vote with 46.8% support (Costa Rica Guides, 2011), representing the strides Costa Rica has made in recent years to close the gender gap. Furthermore, Costa Rica's Vice President is currently Epsy Campbell Barr, a Costa Rican female of African descent - continuing Costa Rica's effort to involve females in leadership roles in politics.

Voces Vitales Costa Rica is a nonprofit organization that aims to connect women around the world to provide the necessary resources for them to become leaders. VVCR seeks to become a primary resource not only for female advancement but also as a hub for keeping the general public informed regarding the ever-changing status of women within Costa Rica as well as Central America as a whole. The final deliverable of our project is to create a user-friendly infographic system along with promotional materials for use on VVCR's website that would allow the public to get an overall view of women's status in Costa Rica. This would also come with an implementation guide to depict clearly how to update the infographic along with its statistics, and a skeletal system design for the other surrounding chapter's of Voces Vitales to use. For our project to be effective, we must evaluate different statistics that accurately depict this. But how is this information obtained? Our team has been charged with considering and including various factors that address women's progress through the years, focusing on three

different, but all equally critical areas: human rights, economic empowerment, and political participation.

Having such a system that would continuously provide accurate data regarding the women's movement, will not only foster greater awareness but can also help keep the important work of Voces Vitales Costa Rica in the spotlight. The ideal outcome would be that once people find the infographic with impactful statistics and information, they will then become more invested in VVCR and join the organization's initiatives. With greater support, VVCR would be able to increase its efforts to provide mentoring and leadership programs to women around Costa Rica that would offer them the proper and necessary skills and knowledge to have an impact in one or all of the three specified areas of advancement for women.

2 Background

2.1 About VVCR

Voces Vitales Costa Rica is a chapter of the worldwide Vital Voices Global Partnership. The Vital Voices Global Partnership program was originally founded by Hilary Rodham Clinton and Alyse Nelson in 1999. The organization was created because of the idea that “women are essential to progress in their communities” (Vital Voices Global Partnership, 2018). To accomplish this goal, Vital Voices works with women leaders around the world from large cities to small villages. The women they pick to work with already want to see a change in their communities, so they build up their skills in order to have more impact on society. Aiding women leaders is important because they can spread their influence to the thousands that live in their communities. The chapter located in Costa Rica, VVCR, is a nonprofit organization that works to promote the social status of women in Costa Rica. They aim to paint a picture of how women stand in society, to determine the best way they can help women in Costa Rica and eventually throughout Central America connecting with the other chapters located throughout Central America. VVCR provides mentoring to women in Costa Rica to help them to become trained leaders, which allows them to initiate positive effects on the environments they come from. Specifically, VVCR aims to mentor women who wish to start small to medium-size businesses, as well as women who hold political leadership positions and are looking for help to improve the overall quality of their jobs. VVCR is a well-staffed organization with 512 certified mentors, and 8,402 attendees to their yearly events. The organization has raised just over

\$800,000 and is supported by 16 other businesses and organizations (Voces Vitales Costa Rica, 2019).

A few of the 16 businesses and organizations that VVCR works with include Mesoamerica, INCAE, and PNUD. Mesoamerica is an investing agency that looks to invest in businesses that can positively impact Latin America. They partner with their leaders and provide them with the resources they need to drive their growth and impact (Mesoamerica, 2017). Mesoamerica helps VVCR by providing space for their use that allows them to complete work, perform meetings, and conduct mentoring sessions. INCAE is a business school in Costa Rica that is rated within the “top nine business schools in the world for generating the most positive impact” (INCAE Business School, 2020). They provide VVCR with the space that allows them to conduct seminars that guide women on how to start and lead their businesses. PNUD is an organization that works with women empowerment, reducing poverty, and they help advance structural transformations around the world (PNUD, 2018). Currently, they are helping VVCR mentor the women mayors for them to be ready for their position in May.

2.2 Objectives of VVCR

The main goal of VVCR is to become the leading organization to which people go to find information on the general status of women in Costa Rica. Our team’s primary research will involve finding and analyzing statistics that accurately demonstrate how the women’s movement is progressing, focusing on VVCR’s three areas of focus. VVCR hosts several projects each year.

One project that was undertaken by VVCR was the Business Strengthening Project for Women, which focused on a group of women with micro businesses (Voces Vitales Costa Rica, 2019). Within the project, participating women received training in business management as well

as leadership skills and went through effective communication and stress management training to improve their micro-businesses. From the results of this project, there was generally an increase in sales, an increase in profit margin, a decrease in expenses, and an increase in leadership for the women's businesses.

Voces Vitales hosts four yearly fundraisers that raise money for the women's movement and for their organization. The four events are an annual mentoring walk, a golf tournament, a conference with INCAE, and a TedX women talk. The annual mentoring walk is a global program across all the VV chapters to spread awareness of their mentoring programs. This walk is typically centered around international women's day, which is usually March 7th. The golf tournament that is held yearly is the largest fundraiser for the organization of the year. The tournament is typically held on May 8th. The conference with INCAE is centered around finance and business. The conference is typically held either in June or July. The TedX women talk is the largest event that Voces Vitales does to spread awareness about the general status of women. During the talk, there are five different presenters that teach skills to women centered around human rights, economic empowerment, and political leadership. In 2016, the program had the help from 14 companies, 11 volunteers, and 2 TED women from San Francisco (Voces Vitales, 2019). The event is held near the end of the year usually in October or November.

Voces Vitales Costa Rica aims to invest in mentoring and accompanying women to develop their leadership, and in correspondence, develop and modernize Costa Rica. To accurately assess where communities are succeeding and lacking, it is essential to analyze accurate and relevant economic data. In addition to the analysis and ultimate infographic for Vital Voices Costa Rica, our team created a skeletal infographic system for surrounding countries to utilize to better track their progress concerning this global initiative.

2.3 Other Organizations similar to VVCR

There are not many other organizations similar to VVCR, aiming to support women and provide resources for them to become leaders, and with the few organizations there are, none fully implement all of the initiatives that VVCR is currently taking to further the women's movement. Yet each of these other organizations try to support the women's movement in their unique ways.

The Women's Club of Costa Rica is an example of one of these organizations. They promote empowerment through education and self-awareness. They raise money to grant students to continue their studies at university and also provide school books to children in rural schools. This organization is also centered on encouraging women's success; however, it doesn't often work directly with women. Unlike VVCR, The Women's Club of Costa Rica provides money and materials to women that need it instead of dealing with these women in person or offering them any opportunities to further their success.

Another more hands-on organization that is similar to VVCR in its implementation, is the Professional Women's Network of Costa Rica (PWNCR). They began nearly 20 years ago as an interest group of the Women's Club of Costa Rica, and are now an active resource for personal and professional development for women. They offer monthly networking meetings along with webinars and online workshops, and an optional mentoring program that women may choose to participate in. They also offer non-native English speakers to develop their professional conversation, public speaking, and presentation skills from working with a diverse group of successful professional women within PWNCR. They welcome active and retired business owners, students, and anyone else in the pursuit of knowledge on how to run their business, but anyone "with good moral standing may be a member regardless of their gender, age, culture,

race, religion, or nationality” (Professional Women’s Network of Costa Rica 2020). There are a few differences between PWNCR and VVCR, the first being that VVCR is a non-profit, while PWNCR is not. Members of PWNCR must pay annual dues and program attendance fees as determined by the board of PWNCR. Another vital difference is that PWNCR only focuses on empowering women in their economic and business endeavors. They serve as a networking club of diverse women willing to help one another find better ways to start or grow their business and become better leaders within their community. However, while building up women financially is a vital role in the women’s movement flourishing in Costa Rica, VVCR acknowledges that this is not the only area that women need help in. Thus, VVCR also focuses on helping women in the three different pillars previously mentioned; human rights, economic opportunity, and political participation. Allowing them to support women in both their professional and home lives, and creating a well-rounded program that can further women’s perceived roles beyond just their public lives.

VVCR is unique in its implementation as it offers mentoring and several programs that work directly with small groups of women. Working in smaller groups allows their mentors to work directly with individuals to understand each person’s circumstances along with the areas that they may need guidance and/or support to become better leaders in their community. Conversely, women’s movement organizations (and organizations that provide information on the women’s movement), often offer links and programs that people can join if they want to work with women in Costa Rica, but do not sponsor the programs or events themselves. Since there are not many programs working directly with women in Costa Rica, it is essential to bring light to VVCR through our project, as VVCR can be a vital and valuable resource for women seeking to improve their own lives along with the people and society that surrounds them.

2.4 Lending a hand to VVCR

The initiatives taken within Costa Rica have made positive progress in the country; however, collecting the data to track this progress is a challenge for VVCR. We have found that finding a consistent, accurate, and annual categorical update is lacking within the organization. Our goal would be to assess the best way to break down the various empowerment categories VVCR is working to improve and then determine the most viable sources of statistical updates for VVCR to use to track its progress. Our deliverable would include a system of informational updates, as well as a user guide to allow easy navigation and use of the system. With this, VVCR can track its progress and use the information to better execute its mission of improving the lives of women in Costa Rica.

3 Methodology

To create a successful system for Voces Vitales Costa Rica, we followed a standard plan for data analysis, which included data collection preparation, data exploration, then analysis of the data. Our design was entirely focused on internet-accessible data collections. By using information available online, VVCR would have the ability to update the statistics on the infographic yearly without having to search for the information repeatedly.

3.1 Data Collection

Before we began the data collection process, we devised a plan to organize the information based on its source, rather than by year or by category. This would, in turn, help with writing the implementation guide. Preparation for data collection also included creating and setting the structure of the document to organize the data. To do so, we set up a document with the number and name of each source that our sponsor indicated to our group.

Our next focus was on raw data collection or data exploration. Within our project parameters, all data used was considered easily accessible to the VVCR staff online as well as the use of any additional information we were asked to review. Particularly, our project will also serve as guidance for other chapters to use, so it is essential to have relevant information and sources for the use in other Central American countries. We took notes on each source and added any statistics that related to the overall status of women in Costa Rica. We chose to do that first, so we could have all of the data out in front of us to later go on and narrow down to the most appropriate statistics. Once all of the data from all sources were collected and embedded within the document, we created a table with the first column being the name and number of each

source, and then three other columns: one each for economic empowerment, human rights, and political participation. We examined the data from each source, and assigned the information from each into a designated category. To stay organized, we utilized a bullet list of different statistics within each source for our table.

Table 1: The table that was used in order to first organize the statistics from each source into a category.

Sources	Economic Empowerment	Human Rights	Political Participation
<u>1. INEC, I Trim 2019</u>	Employment Rate: 67.5% (male) : 43.1% (female) Unemployment Rate: 9.3% (male) : 14.2 % (female)	No statistics for this category	No statistics for this category
<u>3. INAMU, Instituto Nacional de las Mujeres - 2017 statistics</u>	In corporation jobs, out of 860.843 people, only 42 (7%) of those people are women	Health Care and Social Assistance Sector - 54% men : 46% women	No statistics for this category
<u>6. ONU Mujeres</u> All Global Statistics	No statistics for this category	Adult women account 49% of victims of human trafficking worldwide (women & girls account for 72%) Estimated globally- 35% of women worldwide have suffered physical and/or sexual violence by a partner or nonpartner at some point in their lives	Only 24.3% of national parliamentarians and women in Feb 2019
<u>10. SPI – Social Progress Imperative</u>	No statistics for this category	No statistics for this category	Equality of political power by gender (3.018/4) Rank 8 out of 149
<u>17. Global Gender Gap</u>	* 112/153 economic participation and opportunity (0.067/1) * 33/153 educational attainment (1/1)	13/153 global gender gap report	* women in parliament (45.6% female) (ratio=.84%)(World on avg.=0.298% equality) *years w/ women in head of state position (8% for gender equality)(0.09% male to female ratio)

The final task prior to creating the design for the infographic was to analyze the data that was to be included. We analyzed each statistic in-depth not only to highlight the factual indicators but to call attention to the overall implications of these statistics as well to determine the most important of the statistics. From there, we sifted through every statistic and selected the nine most relevant: three for each of the three focus areas. Relevance was determined by the date it was published, where it was published, and how well the information fits into one of the three main focus areas, and most importantly, how much it related to VVCR initiatives and their overall goal. It was requested by our sponsor that we have a total of nine statistics or three for each category. Once the final nine were chosen, we created one final table with three columns for human rights, economic empowerment, and political participation, and three rows for each of the statistics we proposed to VVCR.

Table 2: The final nine statistics that we proposed to our sponsor to include in the final design of the infographic.

Economic Empowerment	Human Rights	Political Participation
112/153 for economic participation and opportunity (scoring a 0.607/1 for gender equality)	13/153 for the Global Gender Gap Report *Tico Times has some numbers supporting this	45.6% female representation in parliament (scoring 84% equal vs. world average of 30% equal)
33/153 for educational attainment (scoring a 1/1 for gender equality)	89 victims of human trafficking in 2018	8% gender equality for years with women in Head of State position with a 0.09% male to female ratio)
In Costa Rica, corporation jobs, out of 860,843 people, 42.7% of those people are women	Lifetime Physical and/or Sexual Intimate Partner Violence: 35.9% Physical and/or Sexual Intimate Partner Violence in the last 12 months : 7.8%	3.018/4 for equality of political power by gender which ranks Costa Rica 8/149 countries

21.2% of women fall into early marriage

3.2 Infographic Design

Once the data were collected and analyzed, we began forming the design of the infographic using the platform Venngage. Creating the expectations for the final project was our sponsors' role. Venngage was chosen due to its easy to use features, as well as the ability to create an account regardless of the user's platform. Ultimately, our infographic model can be used at any Voces Vitales chapter since we created a broad mockup infographic system that acted as a baseline. Our infographic included our nine main statistics from Costa Rica, any Voces Vitales initiatives that we found to be suitable for the system, and the flags of countries that have Chapters of Vital Voices around Central America. It was important that our initiatives relate to our statistics so that anyone who wants to find out more information about a specific statistic can click on the infographic and be directed to a page of the VVCR website that has more information. Additionally, the information from other chapters is relevant because it offers people a perspective on how other neighboring countries were doing compared to Costa Rica. The flags that are included in the infographic symbolize other chapters in Central America. Originally we had hyperlinks to each of the other chapter's websites. Later, these links were removed per request from our sponsor due to their desire to keep as many users on the Costa Rican page as possible. With regards to the design, we considered VVCR's color scheme and website design. The goal was for the infographic to look like an extension of their website rather than a completely separate entity. The design needed to be easy to maneuver with all the necessary information, while still being pleasing to look at and easy to understand.

3.3 Implementation Guide

Finally, we created an implementation guide for VVCR with instructions on how to update the infographic in the future. This guide includes where the information is found from year to year, along with how to edit the platform. It will be used by the IT department of VVCR in order to update the infographic and its statistics annually and includes specific instructions on the following: what link to click on, the statistics that need to be updated, which of the three categories it corresponds to, how to find the statistics on the page of the link.

Overview: This implementation guide provides VVCR with the steps necessary to update the infographic information system annually. Included in this guidance are the links and location of the statistics as well as steps to make the edits on the infographic itself. The guidance follows the same order that the statistics fall on the infographic.

Updating the Statistics:

1. Costa Rica Global Gender Gap Report Ranking
 - Category: Human Rights
 - Link: <https://www.weforum.org>
 - Instructions: Click the link, Click the search icon in the top right corner of the task bar at the top of the page, type in "global gender gap report", and click (located on the left hand side of the screen) the appropriate global gender gap for the year you are searching (For example, the 2020 report title will read "Global Gender Gap Report 2020). Once on the report page, on the right hand side, under report click "download PDF". The PDF should appear in a new window. Then either search through the PDF for Costa Rica, or hold down Ctrl F, until the search/find bar appears and type in "Costa Rica", click enter once until you reach a part of the PDF similar to the one seen below. Then use the rank and score provided to the side of the Costa Rica heading seen below.

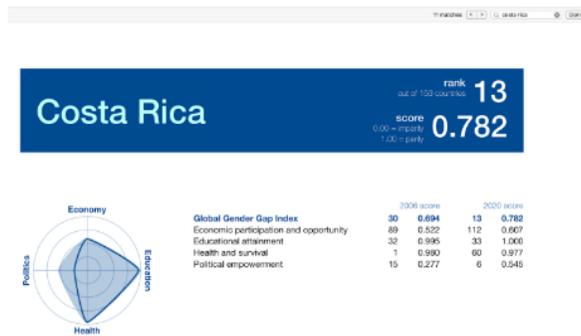


Figure 1: A screenshot of the implementation Guide. This shows how to update the statistic of the rank of Costa Rica in regards to gender equality.

4 Findings & Deliverables

4.1 Findings

Our project was focused solely on internet-accessible data. We did not interact with women around Costa Rica, so our findings pertain to the research we completed based on our sponsor's requests. Our research resulted in metrics and data surrounding the three categories specified by our sponsor that were each explored earlier: human rights, economic empowerment and political participation. Our sources for this research also needed to all be found online, reputable, up to date, and updated at least annually.

After completing our research, we found that a majority of women in Costa Rica are mistreated and taken advantage of in multiple different aspects of society. This was expected due to the general status of women all over the globe. In particular, in the economics category of VVCR's three pillars, we found that Costa Rica is ranked 112 out of 153 countries in the world for economic participation and opportunity which means that women in Costa Rica have a lower chance to get the same job as men compared to the rest of the world (World Economic Forum, 2019). Fortunately, there are organizations such as VVCR and PWNCR actively working with women to give them a better chance at economic opportunity. That isn't to say that the problem will be fixed anytime soon. Issues like equal economic opportunity take time to be solved because there is no clear solution that can easily fix the problem. Although the economic opportunity is low among the genders in Costa Rica, we found that Costa Rica is ranked 33 out of 153 countries for educational attainment, which means that men and women receive the same amount of education (World Economic Forum, 2019). It is clear the reason that men are so dominant economically isn't because men have more education than women, especially in Costa

Rica. In 2019, men had an unemployment rate of 6.8 percent, and women had an unemployment rate of 10.4 percent (The World Bank Group, 2019). These statistics are evidence that women are not being given the same amount of opportunity as men because women have a much higher unemployment rate than men do.

Another issue we found was in the political realm. In 1994, women only made up 14 percent of legislators. In 1998, Costa Rica established the law that women must make up at least 40 percent of the candidate list for each party, and in 2002 Costa Rica passed the law that at least 40 percent of women needed to be in electable positions in the municipality. (Jones, 2005). The fact that Costa Rica has two laws about women in politics was unanticipated by us when we were doing research. This is because the United States does not have any law stating the same, or even close to the same. So, it was really fascinating that another country would have laws that are pro-women in politics. This example shows that women have been underrepresented politically in the past, but allows us to see some of the steps that Costa has taken to make progress. In 2019, we found that women make up exactly 40 percent of the legislators; this is still far ahead of the amount of women legislators globally, which sits at 24 percent (Atske, Greiger, Scheller, 2019). Although women have been given a higher chance of being in office, that doesn't mean that they are fully prepared to handle the responsibilities of being in office. Organizations like VVCR are making a full effort to make sure that women heading into office have the skills to be able to be as effective as possible to help their communities. With the proper guidance given to them by VVCR, the women heading into office will be prepared to face the challenges of being a woman in office.

The targeted audience for our project was the people of Costa Rica; however, they are not the only ones who may benefit from our findings. Anyone interested in the status of women can

access this information pertaining to Costa Rica. In particular, people who are viewing the infographic will most likely be interested in VVCR since the infographic will be hosted on their website. That does not limit the audience, as anyone can go to the website and spread the word around to friends and family around Central America, or around the world.

The relation between society and technology is one that is always being explored. Our project demonstrates that providing information from society through ways of technology can make an impact on society. The information we found and the infographic that was designed is a platform for people to go to find out what is happening in Costa Rica in regards to women in the three areas of focus, but it is also for them to find out how to do more. Spreading this information through the VVCR website is a key way to reach a broad audience because of its global accessibility. Thus, showing how ties between society and technology can impact movements and society itself in a positive way.

Since our work was solely internet-based, it is crucial to realize the internet limitations. Although statistics can provide accurate data, there are still chances of it not entirely being accurate. Examples of this within our infographic (seen in Appendices A and B), were the statistics we used on the topics of intimate partner violence and abuse. In this case, the data presented only represents the reported cases, which means that many cases go unreported and are not represented in the statistics. This is due to the culture in Costa Rica where family comes first, and it is believed that a person should not do or say anything that may shame or dishonor their family. Secondly, statistics often rely on averages to depict the full range of data trying to be represented. Averages can be either the mean or median of a set of data points, and outliers can skew the data in one direction and allow for the final number to misrepresent the entire data. Lastly, sources using inaccurate data or data that is not up to date on the issue researched can add

to the problem of unreliable data. However, to prevent this, we used professional sources that update the statistics yearly, but it is important to realize it may be the case for other statistics, not found from an adept site.

4.2 Deliverables

The deliverables for our project include an English and Spanish version of the infographic, as well as an English and Spanish Version of the implementation guide. The full-scale versions of the infographic can be found in Appendices A and B. The English version of the infographic, a key deliverable of our project, includes the researched data pertaining to human rights, economic empowerment and political participation, while matching the colors distinguished as the theme on the main page of Vital Voices Global Partnership, as well as the individual chapters. Additionally, the other key deliverable is the English version of the implementation guide. Taken from the implementation guide, Figure 2 shows an example of instructions on how to find the specific statistic for Gender Equality for Economic Opportunity and Educational Attainment, followed by the corresponding instructions on how to put the updated information within the infographic, shown in Figure 3. The full implementation guide in English and Spanish can be seen in Appendices C (English) and D (Spanish).

A Spanish version of the Infographic (located in Appendix B) was created for Voces Vitales Costa Rica in consideration of the Spanish language implemented not only on their website, but used primarily in Costa Rica and the countries that neighbor them. The Spanish version of the Implementation Guide (located in Appendix D) was created for further comprehension and ease of use. This way, there will be no language barriers to hinder one's ability to update both the infographic and statistics. The information presented on the Spanish

Infographic as well as the Spanish Implementation Guide remains consistent with the English version. The Spanish versions of both the Infographic and Implementation Guide are both final deliverables, but are not the key deliverables of our project because they were created specifically in consideration of the primary language spoken in Costa Rica.

5. Gender Equality for Economic Opportunity and Educational Attainment

- Category: Economic Empowerment
- Link: <https://www.weforum.org>
- Instructions: Follow Instructions for Global Gender Gap Report Ranking (number 1 in this list), and use the corresponding year’s rank and score next to “economic participation and opportunity” and “educational attainment”



	2006 score		2020 score	
Global Gender Gap Index	30	0.694	13	0.782
Economic participation and opportunity	89	0.522	112	0.607
Educational attainment	32	0.995	33	1.000
Health and survival	1	0.980	60	0.977
Political empowerment	15	0.277	6	0.545

Figure 2: Implementation Guide - Instructions on finding the Global Gender Equality for Economic Opportunity and Educational Attainment Statistic

5. Gender Equality for Economic Opportunity and Educational Attainment

- Click the textboxes to edit the statistics
- Click on the statistic image, Select the “Fill %” option from the toolbar, Change the number to the new statistic

Figure 3: Implementation Guide - Instructions to update the corresponding icons on the infographic for the Global Gender Equality for Economic Opportunity and Educational Attainment Statistic

5 Conclusions & Recommendations

Voces Vitales has already made an impact on the women of Costa Rica. The implementation of the infographic system will provide VVCR with another outlet to reach the public. With the utilization of the infographic, VVCR will have the opportunity to continue to grow their impact and expand their organization.

The infographic that we created achieved all initial goals set: it is an easy to use interface that displays statistics illustrating the women's movement in Costa Rica as well as information about VVCR's work and initiatives. With regard to the continuation of the infographic system, a detailed implementation guide was created to provide VVCR with thorough instructions on how to maintain and continually update the infographic. With this infographic which can be conveniently updated, VVCR will be able to achieve their long term goal of being the "go-to" organization for the women's movement in Costa Rica as well as for other organizations in surrounding countries that are looking to make a similar impact.

Due to the metrics adjusting annually, our team recommends the statistics be updated every year in order for the most relevant information to be presented on the VVCR website. Further research can be done within each of the three areas if needed, and would become necessary if any of the metrics were to lose relevance in displaying areas in the women's movement that require further support.

All things considered, with the addition of this infographic system to their website, Voces Vitales Costa Rica will be able to continue to expand its impact. The infographic represents something much more important than just statistics; it is an opportunity to keep the public

informed, to reach more women and volunteers to help, and to continue to track the ever-important and ever-relevant women's movement.

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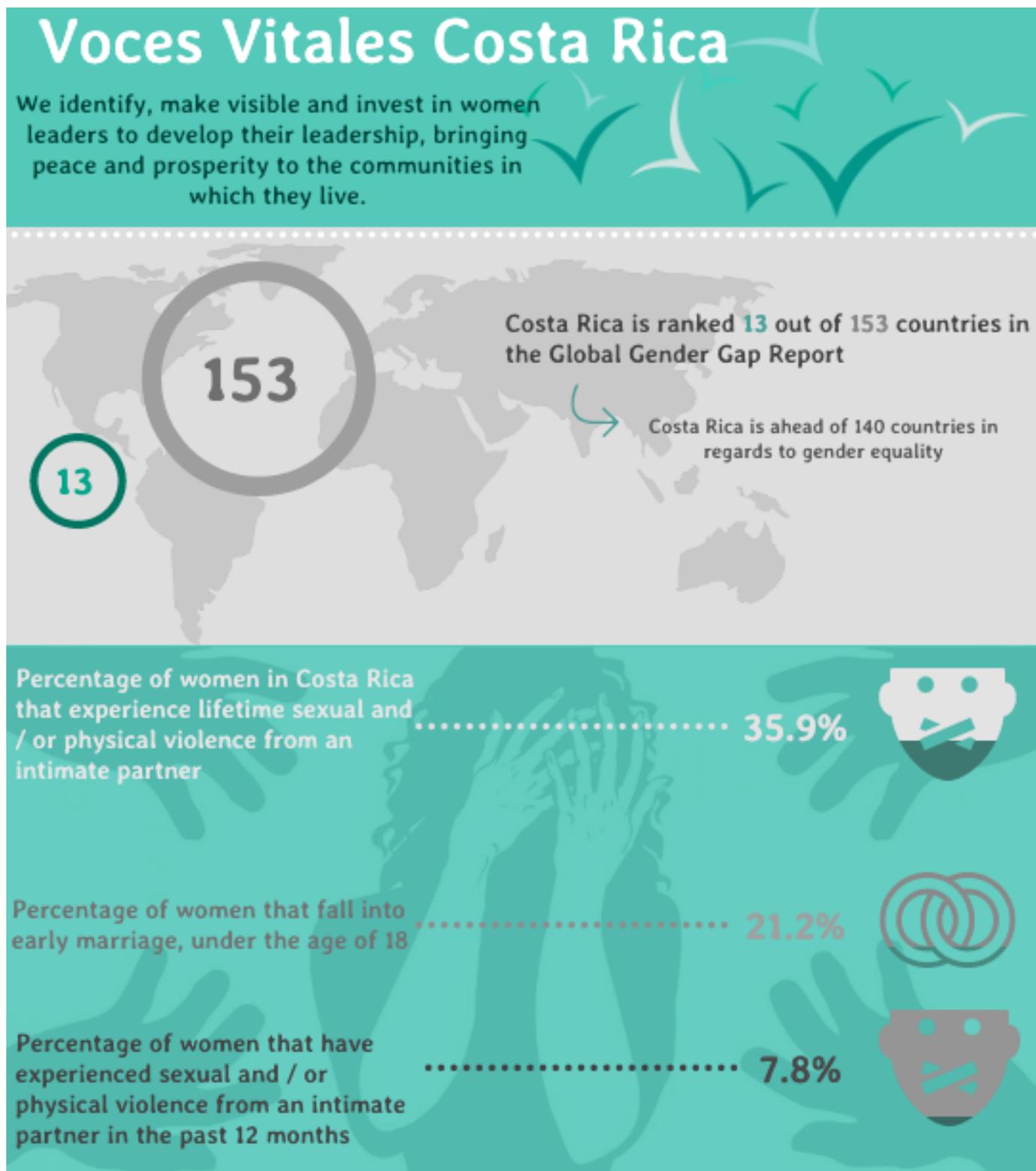
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Appendix A: Full English Version of the Infographic





60.7% gender equal for economic opportunity



Costa Rica is ranked 112 out of 153 for economic participation and opportunity

100% gender equal for educational attainment

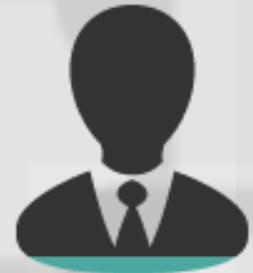


Costa Rica is ranked 33 out of 153 countries for educational attainment.

42.7% of corporate jobs are held by women



The unemployment rate for women is 10.4% compared to 6.8% unemployment rate for men.



44.6% of the Delegates in the Legislative Assembly are Women

40% of the Mayors in all of Costa Rica are Women



54.5% gender equality in politics

What VVCR is doing

VVCR uses a methodology that leads women to learn by doing. Our intervention model is based on three fundamental pillars: knowledge, one-to-one accompaniment, and networks.

Mentoring

Our volunteer mentors are the heart of Vital Voices. Our programs help women empower themselves to be agents of change in their own lives, that of their families and communities.

To learn more about our mentor program or become a mentor click here!



Talks and Workshops

Included in our mentoring programs, we host many talks and workshops covering a variety of topics. We work in partnership with other organizations and provide our participants with opportunities to learn a variety of skills and lifetime lessons to better themselves and their communities.

To learn more about our alliances and workshops click here!



VVGROW

VVGROW Fellowship is a one-year international accelerator program for women entrepreneurs. It includes business skill training, technical assistance, leadership development, and access to networks to grow your business.

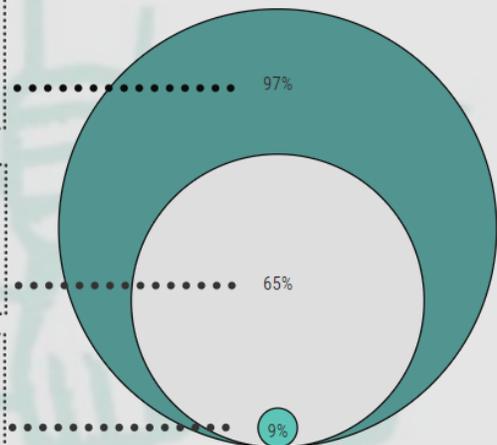
Click here to learn more!



Percent of graduates who have created connections that they think will be useful to growth their businesses.

Percent of graduates who have experienced positive growth in their sales during the year.

Percent of graduates who have experienced growth in their employees during the year.



SMB Leadership Training



We work with women in achieving success within their small businesses. Included in this is mentoring sessions, leadership workshops, stress management and effective communication skills.

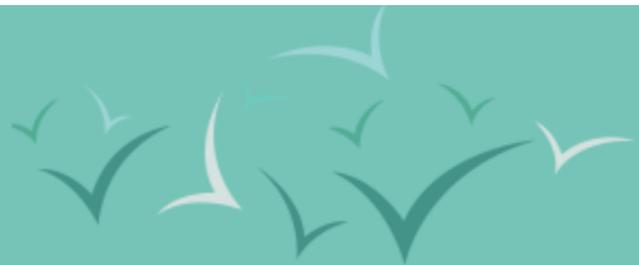


To learn about our Vital Business Program [click here!](#)

Leadership Mentoring

We see leadership as the ability to achieve what is valuable for each person and inspire other people to achieve their goals as well. Our talks, workshops, and mentoring generate spaces for reflections and connections that allow us to evaluate our leadership. All women who take on leadership within the community spend the months before they take office with us so that we can help prepare them to have success during their time in leadership.

Discover more VV chapters...



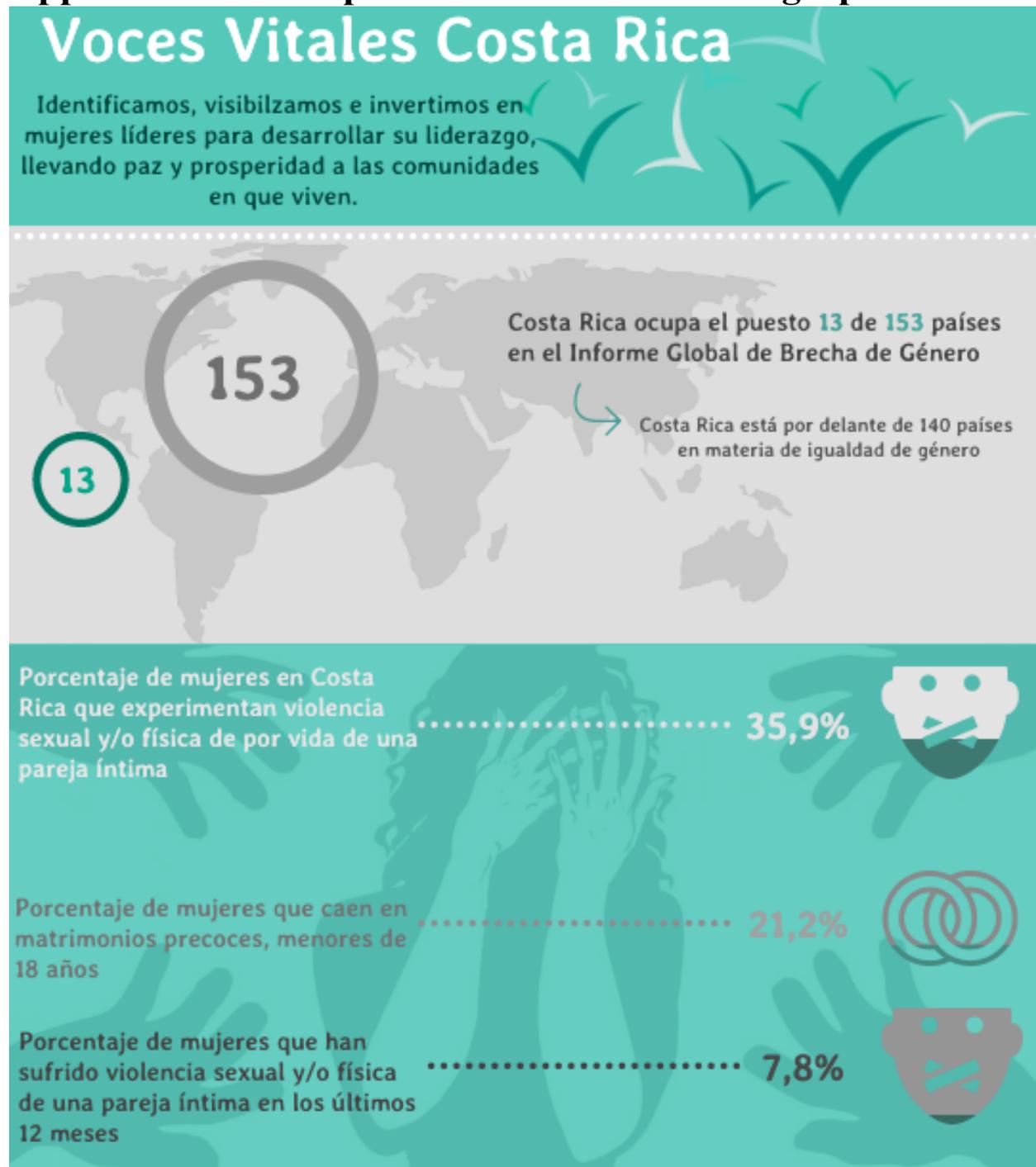
Vital Voices is a global initiative. All around the world chapters are working to promote human rights, economic opportunity, and political leadership for women. In Central America, there are 5 other countries promoting women with their own VV chapters.



Sources



Appendix B: Full Spanish Version of the Infographic





60,7% género igual para la oportunidad económica



Costa Rica ocupa el puesto 112 de 153 para participación económica y oportunidad

100% género igual para el logro educativo



Costa Rica ocupa el puesto 33 de 153 países para el logro educativo

42,7% de los empleos corporativos son ocupados por mujeres.



La tasa de desempleo de las mujeres es del **10,4%** frente al **6,8%** de la tasa de desempleo de los hombres.



44,6%
de los Delegados en la Asamblea Legislativa son mujeres

40%
de los Alcaldes en toda Costa Rica son mujeres



54,5%
igualdad de género en la política



Qué está haciendo VVCR

VVCR utiliza una metodología que lleva a las mujeres a aprender haciendo. Nuestro modelo de intervención se basa en tres pilares fundamentales: conocimiento, acompañamiento, y redes.

Mentoras

Nuestros mentores voluntarios son el corazón de Voces Vitales. Nuestros programas ayudan a las mujeres a empoderarse para ser agentes de cambio en sus propias vidas, la de sus familias y comunidades.

¡ Para obtener más información sobre nuestro programa de mentores o convertirse en un mentor haga clic aquí!



Charlas y talleres

Incluido en nuestros programas de mentoría, organizamos muchas charlas y talleres que cubren una variedad de temas. Trabajamos en asociación con otras organizaciones y brindamos a nuestros participantes oportunidades para aprender una variedad de habilidades y lecciones de por vida para mejorarse a sí mismos y a sus comunidades.

¡ Para obtener más información sobre nuestras alianzas y talleres, haga clic aquí!



VVGROW

VVGROW Fellowship es un programa de aceleración internacional de un año para mujeres emprendedoras. Incluye capacitación en habilidades empresariales, asistencia técnica, desarrollo de liderazgo y acceso a redes para hacer crecer su negocio.

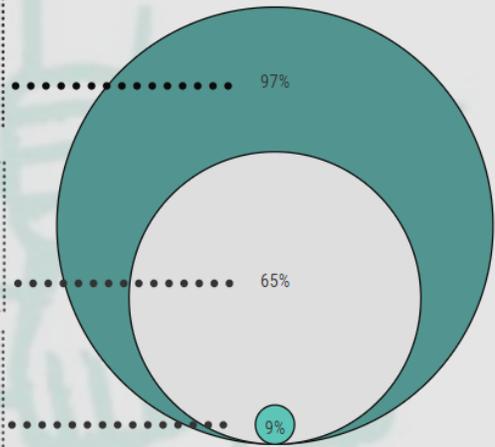
¡ Haga clic aquí para obtener más información!



Porcentaje de graduados que han creado conexiones que creen que serán útiles para hacer crecer sus negocios.

Porcentaje de graduados que han experimentado un crecimiento positivo en sus ventas durante el año.

Porcentaje de graduados que han experimentado crecimiento en sus empleados durante el año.



Formación de liderazgo para SMB

Trabajamos con mujeres para lograr el éxito dentro de sus pequeñas empresas. En esto se incluyen sesiones de tutoría, talleres de liderazgo, gestión del estrés y habilidades de comunicación efectivas.

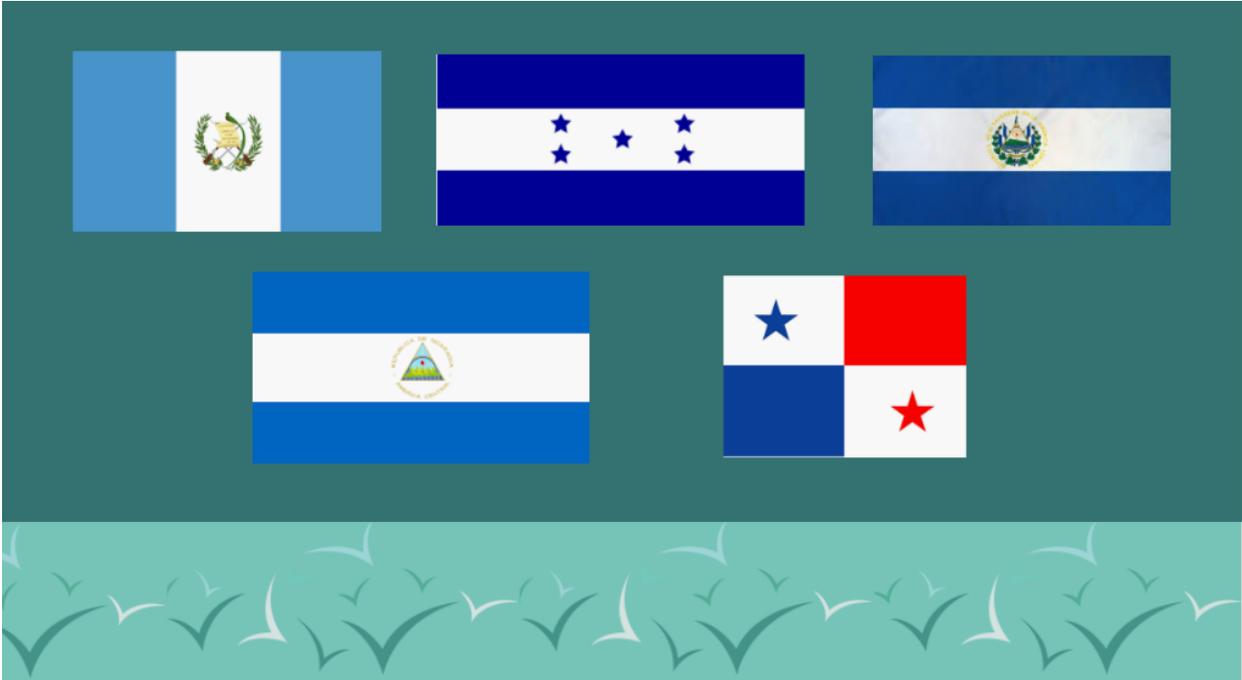


¡ Para obtener más información sobre nuestro Programa de Negocios Vitales, haga clic aquí!

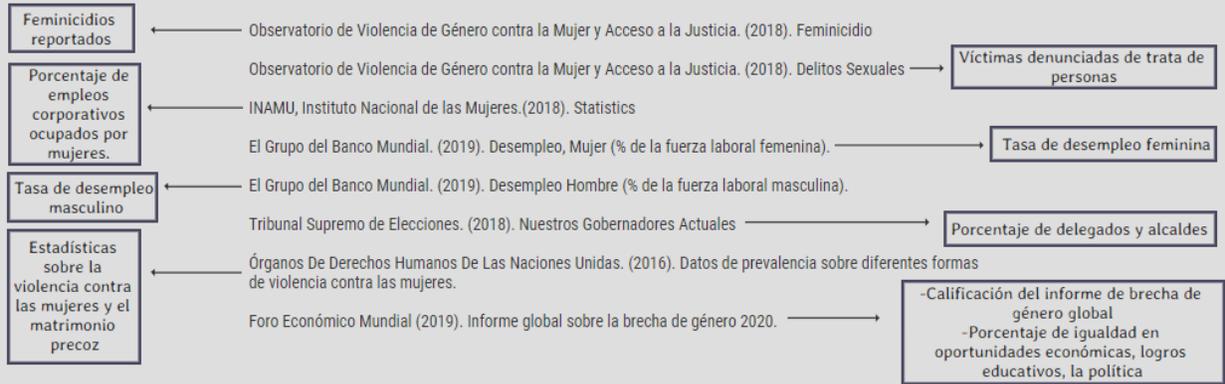


Mentoras de liderazgo

Vemos el liderazgo como la capacidad de lograr lo que es valioso para cada persona e inspirar a otras personas a alcanzar sus metas también. Nuestras charlas, talleres y mentoring generan espacios para reflexiones y conexiones que nos permiten evaluar nuestro liderazgo. Todas las mujeres que toman el liderazgo dentro de la comunidad pasan los meses antes de asumir el cargo con nosotros para que podamos ayudar a prepararlas para tener éxito durante su tiempo en el liderazgo.



Referencias



Appendix C: Full English Infographic Implementation Guide



Voces Vitales Costa Rica: Infographic Implementation Guide

Overview: This implementation guide provides VVCR with the steps necessary to update the infographic information system annually. Included in this guidance are the links and location of the statistics as well as steps to make the edits on the infographic itself. The guidance follows the same order that the statistics fall on the infographic.

Updating the Statistics:

1. Costa Rica Global Gender Gap Report Ranking

- Category: Human Rights
- Link: <https://www.weforum.org>
- Instructions: Click the link, Click the search icon in the top right corner of the task bar at the top of the page, type in "global gender gap report", and click (located on the left hand side of the screen) the appropriate global gender gap for the year you are searching (For example, the 2020 report title will read "Global Gender Gap Report 2020"). Once on the report page, on the right hand side, under report click "download PDF". The PDF should appear in a new window. Then either search through the PDF for Costa Rica, or hold down Ctrl F, until the search/find bar appears and type in "Costa Rica", click enter once until you reach a part of the PDF similar to the one seen below. Then use the rank and score provided to the side of the Costa Rica heading seen below.



2. Women sexual/ physical violence and early marriage
 - Category: Human Rights
 - Link: <https://evaw-global-database.unwomen.org/en/countries/americas/costa-rica?pageNumber=2>
 - Instructions: Click the link, the statistic is at the top under the heading: Prevalence Data on Different Forms of Violence against Women
3. Reported Human Trafficking
 - Category: Human Rights
 - Link: <https://observatoriodegenero.poder-judicial.go.cr/soy-especialista-y-busco/estadisticas/delitos-sexuales/>
 - Instructions: Click the Link. Scroll all the way to the bottom and there will be a table that has information about sex crimes with a split between male and females. Click the table to download a microsoft excel sheet with all the data. To get the number for human trafficking, it is a total of three numbers. To get the three numbers, look at only the women's column. The first number is human trafficking, the second is aggravated pimping, and the third number is paid sexual acts with minors. Add all three together to get the amount of women that fell to human trafficking. Use the number to update the old number for human trafficking.
4. Reported Femicides
 - Category: Human Rights
 - Link: <https://observatoriodegenero.poder-judicial.go.cr/soy-especialista-y-busco/estadisticas/femicidio/>
 - Instructions: Click the link. Scroll down until you find a table that lists the amount of homicides of women of the year that you want. Above the table will be a small summary of the amount of homicides that count as femicides. Take that number and update the old number.
5. Gender Equality for Economic Opportunity and Educational Attainment
 - Category: Economic Empowerment
 - Link: <https://www.weforum.org>
 - Instructions: Follow Instructions for Global Gender Gap Report Ranking (number 1 in this list), and use the corresponding year's rank and score next to "economic participation and opportunity" and "educational attainment"



6. Percent of females that are in corporation jobs
 - Category: Economic Empowerment

- Link: <https://www.inamu.go.cr/web/inamu/estadisticas-prueba>
- Instructions: Click the link. This will bring you to a list of statistics. On the bottom of the web page there will be statistics that shift from one statistic to another. The third one that pops up is the statistic that shows the amount of people in corporation jobs and it will also show the percent of women that are part of the total amount of corporation jobs.

7. Unemployment Rates

- Category: Economic Empowerment
- Links: <https://data.worldbank.org/indicator/SL.UEM.TOTL.FE.ZS> & <https://data.worldbank.org/indicator/SL.UEM.TOTL.MA.ZS>
- Instructions: There are two links. The first link is the unemployment rate for females. To find the statistic, click the link and there will be all of the countries' rates for unemployment. Scroll until you see Costa Rica. The number next to Costa Rica is the rate for Costa Rica. Repeat with the second link for the unemployment rate for men.

8. Gender Equality in Politics

- Category: Political Participation
- Link: <https://www.weforum.org>
- Instructions: Follow Instructions for Global Gender Gap Report Ranking (number 1 in this list), and use the corresponding year's rank and score next to "political empowerment"



9. Percent of female Delegates and Mayors

- Category: Political Participation
- Link: https://tse.go.cr/nuestros_gobernantes.htm
- Instructions: Click the Link. There are two pdfs that need to be downloaded. The first one is the Delegations of the Assembly pdf. This pdf will give you the amount of Delegations in Costa Rica. Count all of the female names and the total amount. To get the percent that are female, divide the amount of female Delegations by the total amount of Delegations to get the percent of delegations that are female. The second statistic is the percent of mayors that are female. To get this statistic click on the drop down arrow next to PDF underneath mayors start year- end year. There will be the seven districts of Costa Rica including- Saint Joseph, Alajuela, Carthage, Heredia, Guanacaste, Puntarenas, Lemon. To get the statistics for women mayors, click on each of the districts individually, and count up all of the mayors first in command that are women and the total amount

of mayors that are first in command. Add up all of the women mayors and add the total amount of all mayors. Divide the amount of women mayors by the total mayors to get the percent of mayors that are women.

Updating the Infographic:

1. Costa Rica Global Gender Gap Report Ranking
 - Click the textbox inside the small circle to edit Costa Rica's ranking
 - Click the textbox to the right to update the sentence with the new ranking
2. Women sexual / physical violence and early marriage
 - Click the textboxes to edit the statistics
 - Click on the statistic image, Select the "Fill %" option from the toolbar, Change the number to the new statistic
3. Reported Human Trafficking
 - Move the box that outlines the text out of the way
 - Click the textbox to edit the statistic
 - Click on the statistic image, Using the toolbar on the top left- make edit the number of icons using the "row"/ "column"/ "color one and two" tools
 - Move the outline back over the text and center with the text
4. Reported Femicides
 - Move the box that outlines the text out of the way
 - Click the textbox to edit the statistic
 - Click on the statistic image, Using the toolbar on the top left- make edit the number of icons using the "row"/ "column"/ "color one and two" tools
 - Move the outline back over the text and center with the text
5. Gender Equality for Economic Opportunity and Educational Attainment
 - Click the textboxes to edit the statistics
 - Click on the statistic image, Select the "Fill %" option from the toolbar, Change the number to the new statistic
6. Percent of females that are in corporation jobs
 - Click the textboxes to edit the statistics
 - Click on the statistic image, Select the "Fill %" option from the toolbar, Change the number to the new statistic
7. Unemployment Rates
 - Click the textboxes to edit the statistics
 - Click the statistic image, Select the "Fill %" option from the toolbar, Change the number to the new statistic (repeat for both the male icon and female icon)
8. Gender Equality in Politics
 - Click the textboxes to edit the statistics

- Click the arch, Select “Edit Chart” in the top left corner, Edit column “B” to change the percentage
9. Percent of female Delegates and Mayors
- Click the textboxes to edit the statistics
 - Click the arch, Select “Edit Chart” in the top left corner, Edit column “B” to change the percentages

Appendix D: Full Spanish Infographic Implementation Guide



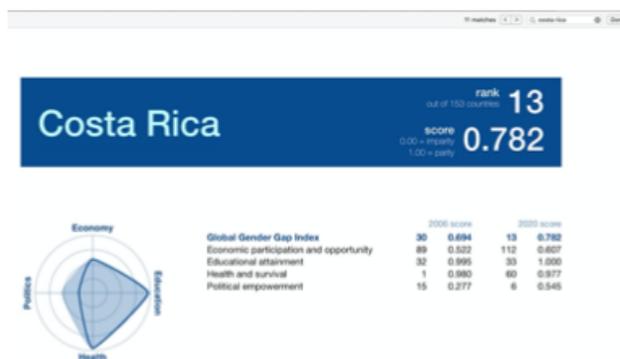
Voces Vitales Costa Rica: Guía de Implementación de Infografía

Descripción general: Esta guía de implementación proporciona a VVCR los pasos necesarios para actualizar anualmente el sistema de información infográfica. En esta guía se incluyen los enlaces y la ubicación de las estadísticas, así como los pasos para realizar las modificaciones en la propia infografía. La guía sigue el mismo orden en que las estadísticas caen en la infografía.

Updating the Statistics:

1. Costa Rica Global Gender Gap Report Ranking

- Categoría: derechos humanos
- Sitio Web: <https://www.weforum.org>
- Instrucciones: haga clic en el enlace, haga clic en el icono de búsqueda en la esquina superior derecha de la barra de tareas en la parte superior de la página, escriba "informe de brecha de género global" y haga clic (ubicado en el lado izquierdo de la pantalla) en el brecha global de género para el año que está buscando (Por ejemplo, el título del informe 2020 leerá "Informe de brecha global de género 2020"). Una vez en la página del informe, en el lado derecho, debajo del informe, haga clic en "descargar PDF". El PDF debería aparecer en una nueva ventana. Luego busque Costa Rica en el PDF o mantenga presionada la tecla Ctrl F, hasta que aparezca la barra de búsqueda / búsqueda y escriba "Costa Rica", haga clic en Entrar una vez hasta llegar a una parte del PDF similar a la que se ve a continuación. Luego use el rango y el puntaje proporcionados al lado del encabezado de Costa Rica que se ve a continuación.



2. Mujeres violencia sexual / física y matrimonio precoz
 - Categoría: derechos humanos
 - SitioWeb: <https://evaw-global-database.unwomen.org/en/countries/americas/costa-rica?pageNumber=2>
 - Instrucciones: haga clic en el enlace, la estadística se encuentra en la parte superior debajo del encabezado: Datos de prevalencia sobre diferentes formas de violencia contra las mujeres
3. Tráfico de personas denunciado
 - Categoría: derechos humanos
 - SitioWeb: <https://observatoriodegenero.poder-judicial.go.cr/soy-especialista-y-busco/estadisticas/delitos-sexuales/>
 - Instrucciones: haga clic en el enlace. Desplácese hasta el final y habrá una tabla que contiene información sobre delitos sexuales con una división entre hombres y mujeres. Haga clic en la tabla para descargar una hoja de Microsoft Excel con todos los datos. Para obtener el número de trata de personas, es un total de tres números. Para obtener los tres números, mire solo la columna de mujeres. El primer número es trata de personas, el segundo es proxenetismo agregado y el tercer número es actos sexuales pagados con menores. Sume los tres juntos para obtener la cantidad de mujeres que cayeron en la trata de personas. Use el número para actualizar el número anterior para la trata de personas.
4. Femicidios reportados
 - Categoría: derechos humanos
 - SitioWeb: <https://observatoriodegenero.poder-judicial.go.cr/soy-especialista-y-busco/estadisticas/femicidio/>
 - Instrucciones: haga clic en el enlace. Desplácese hacia abajo hasta encontrar una tabla que enumera la cantidad de homicidios de mujeres del año que desea. Encima de la tabla habrá un pequeño resumen de la cantidad de homicidios que cuentan como feminicidios. Tome ese número y actualice el número anterior.
5. Igualdad de género para la oportunidad económica y el logro educativo
 - Categoría: Empoderamiento Económico
 - SitioWeb: <https://www.weforum.org>
 - Instrucciones: Siga las instrucciones para la Clasificación Global de Informe de Brecha de Género (número 1 en esta lista), y use la clasificación y puntaje del año correspondiente junto a "participación y oportunidad económica" y "logro educativo."



6. Porcentaje de mujeres que trabajan en corporaciones
 - Categoría: Empoderamiento Económico
 - Sitio Web: <https://www.inamu.go.cr/web/inamu/estadisticas-prueba>
 - Instrucciones: haga clic en el enlace. Esto lo llevará a una lista de estadísticas. En la parte inferior de la página web habrá estadísticas que cambian de una estadística a otra. El tercero que aparece es la estadística que muestra la cantidad de personas en trabajos corporativos y también muestra el porcentaje de mujeres que forman parte de la cantidad total de trabajos corporativos.
7. Tasas de desempleo
 - Categoría: Empoderamiento Económico
 - Sitios Web: <https://data.worldbank.org/indicator/SL.UEM.TOTL.FE.ZS> & <https://data.worldbank.org/indicator/SL.UEM.TOTL.MA.ZS>
 - Instrucciones: hay dos enlaces. El primer enlace es la tasa de desempleo de las mujeres. Para encontrar la estadística, haga clic en el enlace y habrá todas las tasas de desempleo de los países. Desplácese hasta que vea Costa Rica. El número al lado de Costa Rica es la tasa para Costa Rica. Repita con el segundo enlace para la tasa de desempleo de los hombres.
8. Igualdad de género en política
 - Categoría: Participación política
 - Sitio Web: <https://www.weforum.org>
 - Instrucciones: Siga las instrucciones para la Clasificación Global de Informe de Brecha de Género (número 1 en esta lista), y use la clasificación y puntaje del año correspondiente al lado de "empoderamiento político."



9. Porcentaje de mujeres delegadas y alcaldesas
 - Categoría: Participación política
 - Sitio Web: https://tsc.go.cr/nuestros_gobernantes.htm
 - Instrucciones: haga clic en el enlace. Hay dos archivos PDF que deben descargarse. La primera es las Delegaciones de la Asamblea pdf. Este pdf le dará la cantidad de Delegaciones en Costa Rica. Cuente todos los nombres femeninos y la cantidad total. Para obtener el porcentaje que son mujeres, divida la cantidad de Delegaciones femeninas por la cantidad total de Delegaciones para obtener el porcentaje de delegaciones que son mujeres. La segunda estadística es el porcentaje de alcaldes que son mujeres. Para obtener esta estadística, haga clic en la flecha desplegable junto al PDF debajo de los alcaldes de inicio de año a fin de año. Habrá los siete distritos de Costa Rica, incluidos: San José, Alajuela,

Cartago, Heredia, Guanacaste, Puntarenas, Limón. Para obtener las estadísticas de las alcaldesas, haga clic en cada uno de los distritos individualmente y cuente todos los alcaldes que estén al mando primero y que sean la cantidad total de alcaldes que estén al mando. Suma todas las alcaldesas y suma la cantidad total de todos los alcaldes. Divida la cantidad de alcaldesas por el total de alcaldes para obtener el porcentaje de alcaldes que son mujeres.

Actualización de la infografía:

1. Costa Rica Global Gender Gap Report Ranking
 - Haga clic en el cuadro de texto dentro del círculo pequeño para editar la clasificación de Costa Rica
 - Haga clic en el cuadro de texto a la derecha para actualizar la oración con la nueva clasificación
2. Mujeres violencia sexual / física y matrimonio precoz
 - Haga clic en los cuadros de texto para editar las estadísticas
 - Haga clic en la imagen estadística, seleccione la opción "Rellenar%" de la barra de herramientas, cambie el número a la nueva estadística
3. Tráfico de personas denunciado
 - Mueva el cuadro que describe el texto fuera del camino
 - Haga clic en el cuadro de texto para editar la estadística
 - Haga clic en la imagen estadística, usando la barra de herramientas en la parte superior izquierda, haga editar el número de iconos usando las herramientas "fila" / "columna" / "color uno y dos"
 - Mueva el contorno hacia atrás sobre el texto y céntrelo con el texto.
4. Femicidios reportados
 - Mueva el cuadro que describe el texto fuera del camino
 - Haga clic en el cuadro de texto para editar la estadística
 - Haga clic en la imagen estadística, usando la barra de herramientas en la parte superior izquierda, haga editar el número de iconos usando las herramientas "fila" / "columna" / "color uno y dos"
 - Mueva el contorno hacia atrás sobre el texto y céntrelo con el texto.
5. Igualdad de género para la oportunidad económica y el logro educativo
 - Haga clic en los cuadros de texto para editar las estadísticas
 - Haga clic en la imagen estadística, seleccione la opción "Rellenar%" de la barra de herramientas, cambie el número a la nueva estadística
6. Porcentaje de mujeres que trabajan en corporaciones
 - Haga clic en los cuadros de texto para editar las estadísticas
 - Haga clic en la imagen estadística, seleccione la opción "Rellenar%" de la barra de herramientas, cambie el número a la nueva estadística

7. Tasas de desempleo
 - Haga clic en los cuadros de texto para editar las estadísticas
 - Haga clic en la imagen estadística, seleccione la opción "Rellenar%" de la barra de herramientas, cambie el número a la nueva estadística (repita para el icono masculino y el icono femenino)
8. Igualdad de género en política
 - Haga clic en los cuadros de texto para editar las estadísticas
 - Haga clic en el arco, seleccione "Editar gráfico" en la esquina superior izquierda, edite la columna "B" para cambiar el porcentaje
9. Porcentaje de mujeres delegadas y alcaldesas
 - Haga clic en los cuadros de texto para editar las estadísticas
 - Haga clic en el arco, seleccione "Editar gráfico" en la esquina superior izquierda, edite la columna "B" para cambiar los porcentajes