

Mexico

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Mexico City). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Mexico scores 83.8 out of 100**. The overall score for Mexico is higher than the regional average observed across Latin America & Caribbean (79.2).

Mexico - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, constraints on women’s starting and running a business, and gender differences in property and inheritance, Mexico gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women’s pay, constraints related to marriage, laws affecting women’s work after having children, and laws affecting the size of a women’s pension, Mexico could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Mexico is on the indicator related to constraints related to marriage (the WBL2020 Marriage Indicator). To improve on the Marriage Indicator, Mexico may wish to consider allowing women to obtain a divorce in the same way as a man, and giving women the same rights to remarry as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código Civil Federal, Arts. 29, 31(IV) y 163
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport application procedures; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Código Civil Federal, Art. 169
	Does the law prohibit discrimination in employment based on gender?	Yes	Ley Federal del Trabajo, Art. 133
	Is there legislation on sexual harassment in employment?	Yes	Código Penal Federal, Art. 259 bis; Ley Federal del Trabajo, Arts. 3.Bis y 133(XIII); Ley General de Acceso a las Mujeres a una vida libre de Violencia, Arts. 10-11 y 13
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Código Penal Federal, Art. 259 bis; <i>Ley Federal del Trabajo,</i> Arts. 133(XIII) y 994(VI) <i>Civil:</i> Ley Federal del Trabajo, Arts. 51(II) y 52
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Ley General de Acceso de las Mujeres a una Vida Libre de Violencia, Tit. II, Cap. I; Código Penal Federal, Arts. 343 bis - 343 quáter
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Código Civil Federal, Art. 267
	Does a woman have the same rights to remarry as a man?	No	Código Civil Federal, Art. 158
Parenthood	Is paid leave of at least 14 weeks available to mothers?	No	Ley Federal del Trabajo, Art. 170
	Does the government pay 100% of maternity leave benefits?	Yes	Ley del Seguro Social, Arts. 11 y 13
	Is there paid paternity leave?	Yes	Ley Federal del Trabajo, Art. 132 XXVII bis.
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Ley Federal del Trabajo, Arts. 133(XV) y 995
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Ley General para la Igualdad entre Mujeres y Hombres, Arts. 3 y 5(IV); Ley de Instituciones de Crédito, Artículo 44 bis 4
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Código Civil Federal, Arts. 183, 189 (VII) y 194
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil Federal, Arts. 1602 y 1607-1614
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil Federal, Arts. 1602, 1624-1629
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código Civil Federal, Arts. 183, 189 (VII) y 194
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil Federal, Arts. 164 y 164 bis
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Ley del Seguro Social, Art. 162 Men: Ley del Seguro Social, Art. 162
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located