

# Panama

*Women, Business and the Law 2021* 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 (Panama City). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Panama scores 79.4 out of 100**. The overall score for Panama is lower than the regional average observed across Latin America & Caribbean (80.1). Within the Latin America & Caribbean region, the maximum score observed is 95 (Peru).

## Panama - Scores for Women, Business and the Law 2021



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, and gender differences in property and inheritance, Panama 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, constraints on women's starting and running a business, and laws affecting the size of a woman's pension, Panama could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Panama is on the indicator related to laws affecting women's pay (the WBL2021 Pay Indicator). To improve on the Pay Indicator, Panama may wish to consider mandating equal remuneration for work of equal value, and allowing women to work in jobs deemed dangerous in the same way as men.

### Recent Reforms

No reforms were observed during the past year.



Further data details for Panama are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/panama/2021>

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código de Familia, Art. 77
	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	Ley Núm. 32 de 2013 que Crea la Autoridad de Pasaportes, Arts. 20 y 27; Passport application procedures
	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	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Ley Núm. 82, Arts. 4(20) y 45
	Is there legislation on sexual harassment in employment?	Yes	Código de Trabajo, Arts. 127(12) y 138(15); Ley Núm. 82 de 2013, Arts. 4(20) y 45
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Ley Núm. 82 de 2013, Arts. 4(20) y 45 <i>Civil:</i> Ley Núm. 82 de 2013, Arts. 4(20) y 45
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Código de Trabajo, Art. 104
	Can a woman work in an industrial job in the same way as a man?	Yes	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 Núm. 38 de 2001; Ley Núm. 82 de 2013, Arts. 2, 4(3) y (10)
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	No	Código de Familia, Arts. 35(2) y 219
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Código de Trabajo, Art. 107
	Does the government pay 100% of maternity leave benefits?	Yes	Código de Trabajo, Art. 107
	Is paid leave available to fathers?	Yes	Ley Núm. 27, Arts. 1 y 3
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Código de Trabajo, Art. 106
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	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 a man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Código de Familia, Arts. 103 y 104
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 661-663
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 686 y 687
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código de Familia, Arts. 103 y 104
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código de Familia, Arts. 121 y 122
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Ley Núm. 51, Art. 170 Men: Ley Núm. 51, Art. 170
	Is the age at which men and women can retire with partial pension benefits the same?	No	Women: Ley Núm. 51, Art. 168 Men: Ley Núm. 51, Art. 168
	Is the mandatory retirement age for men and women the same?	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?	Yes	Ley Núm. 51, Art. 153(6)(d)