










# Panama

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>80.0</b>	<b>33.3</b>	<b>77.5</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Panama, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Panama City). The scores for Panama are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	100.0	100.0	75.0	50.0	75.0	100.0	100.0	50.0	100.0	50.0
Supportive frameworks score	25.0	66.7	0.0	0.0	100.0	33.3	25.0	0.0	33.3	50.0
Expert opinions score	50.0	100.0	81.3	62.5	100.0	100.0	25.0	81.3	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Panama (80.0 out of 100.0) is higher than the global average (64.2) and higher than the Latin America & Caribbean regional average (69.1). When it comes to laws affecting women's safety, constraints on freedom of movement, laws affecting women's work after having children, laws affecting childcare and laws affecting women's property and inheritance, Panama obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Panama is on the indicator measuring laws affecting women's pay. 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.

The **WBL 2.0 supportive frameworks score** for Panama (33.3 out of 100.0) is lower than the global average (39.5) and lower than the Latin America & Caribbean regional average (38.6). When it comes to supportive frameworks related to marriage, Panama obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Panama is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator,

Panama may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Panama (77.5 out of 100.0) is higher than the global average (65.7) and higher than the Latin America & Caribbean regional average (61.8). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children and expert opinions on women's property and inheritance, Panama obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Panama is on the indicator measuring expert opinions on childcare.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Ley Núm. 38 de 2001, Art. 2(8)-(12) y Cap. II; Ley Núm. 82 de 2013, Arts. 3, 4(18)(23)(25)(26) y 43; Código Penal, Arts. 91, 174, 200 y 201
Is there legislation on femicide?	Yes	Ley Núm. 82 de 2013, Arts. 4 (7) y 41; Código Penal, Art. 132-A
Is there comprehensive legislation on sexual harassment?	Yes	Código de Trabajo, Arts. 127(12) y 138(15); Ley Núm. 82 de 2013, Arts. 4(4)(15)(20), 14(4), 45 y 71; Código Penal, Art. 178
Is there legislation on child marriage?	Yes	Código de la Familia, Arts. 33, 35(1), 224(2) y 225; Código Penal, Arts. 209-210
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Ley Núm. 32 de 2013 que crea la autoridad de pasaportes, Arts. 20 y 27
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Constitución Política de la República de Panamá, Arts. 9(2) y 10(2)
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	Código de Familia, Art. 838; Corte Suprema de Justicia, 12 de julio 1994 y 17 de octubre 1994
Does the law prohibit discrimination in employment based on gender?	Yes	Ley Núm. 82, Arts. 4(20) y 45
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	Yes	Ley Núm. 126; Decreto Ejecutivo Núm. 133
<b>Pay</b>		
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 an industrial job 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. 104.2
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código de Familia, Arts. 78 y 79
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código de Familia, Arts. 212 y 217
Does a woman have the same rights to remarry as a man?	No	Código de Familia, Arts. 35(2) y 219
<b>Parenthood</b>		

Is paid leave of at least 14 weeks available to mothers?	Yes	Código de Trabajo, Art. 107
Are leave benefits for mothers paid solely by the government?	Yes	Código de Trabajo, Art. 107
Is there paid leave available to fathers?	Yes	Ley Núm. 27, Arts. 1 y 3
Is dismissal of pregnant workers prohibited?	Yes	Código de Trabajo, Art. 106
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Ley Orgánica de Educación No. 47 de 1946, Arts. 7, 94 y 97; Ley No. 171 de 2020, Art. 40; Decreto Ejecutivo No. 64 de 2021, Arts. 1-3
Does the law establish any form of support to families for childcare services?	Yes	Ley N° 171 de 15 de octubre de 2020, Art. 35
Does the law establish any form of support to non-state childcare providers?	Yes	Sitio Oficial del Ministerio de Desarrollo Social; Decreto Ejecutivo 54 de 2002, Art. 1
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Estandares de Calidad en los CAIPI del MIDES, Pgs. 27, 29 y 40; Decreto Ejecutivo 64 de 2021, Arts. 26-28 y 40-43; Manual de Gestión de los Servicios de Primera Infancia del MIDES en Panamá, Pg. 79
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Código de Familia, Art. 838; Corte Suprema de Justicia, 12 de julio 1994 y 17 de octubre 1994
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	Yes	Ley Que Establece la Participación de las Mujeres en las Juntas Directivas Estatales, Arts. 1-3
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Código de Familia, Arts. 103 y 104; Código Agrario de la República de Panamá, Art. 10
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 661-663
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 686 y 687
Does the law provide for the valuation of nonmonetary contributions?	Yes	Código de Familia, Arts. 121 y 122
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	No	Ley Núm. 51 de 2005, Art. 170
Are the ages at which men and women can retire with partial pension benefits equal?	No	Ley Núm. 51 de 2005, Art. 168
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Ley Núm. 51, Art. 153(6)(d)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Centros de Atención integral del Ministerio de la Mujer (CAI); Centros de Salud; Capacitación contra el femicidio y violencia a la mujer; Jornada de Capacitación dirigida a Jueces de Paz
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located



Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	No	Insufficient evidence located
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Código de Familia, Art. 793
Are there specialized family courts?	Yes	Código de Familia, Art. 747
Is legal aid available for family law disputes?	Yes	Instituto de la Defensa Pública
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Reglamento para el Cálculo de Prestaciones Económicas; Caja de Seguro Social
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Sitio Oficial del Ministerio del Desarrollo Social
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Ley que establece la titulación conjunta como forma de adquirir la tierra y modifica artículos del código agrario, Art. 1(1)



Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
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Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
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### **Pension**

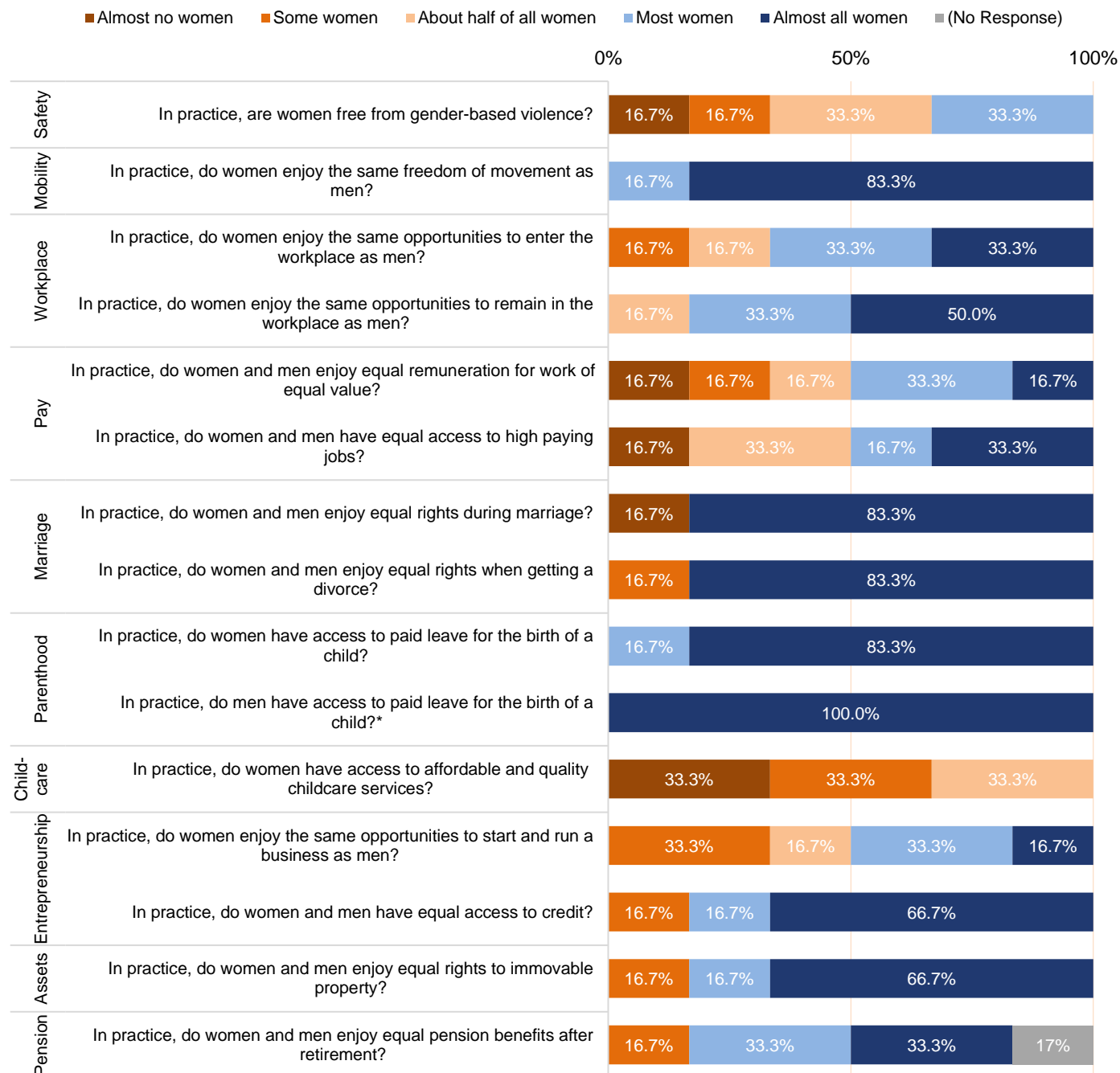
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
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Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Ley No. 51 de 2005, Art. 119
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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.