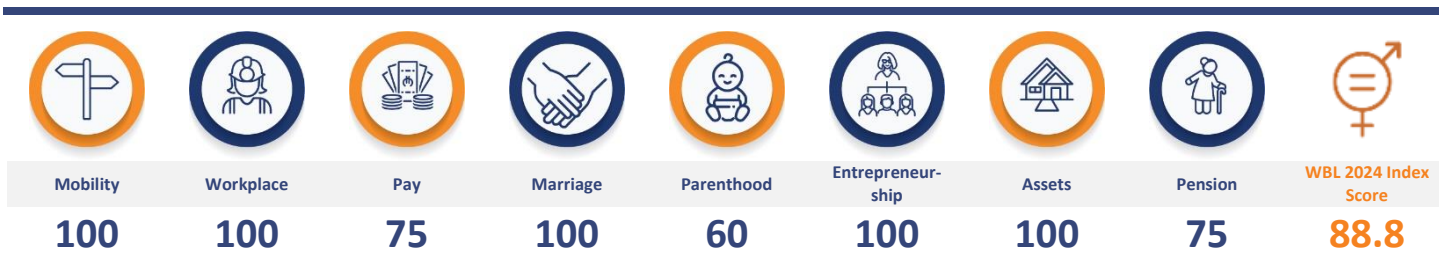


# Mexico

*Women, Business and the Law 2024* (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 88.8 out of 100.0**. The overall score for Mexico is higher than the regional average observed across Latin America and the Caribbean (81.2). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

## Mexico - Scores for Women, Business and the Law 2024



## Relative Strengths

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

## Areas for Improvement

When it comes to laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a woman'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 measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Mexico may wish to consider making paid leave of at least 14 weeks available to mothers, and making paid parental leave available.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Mexico are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/mexico/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código Civil para el Distrito Federal, Art. 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	Procedimientos de solicitud de pasaporte; Formulario de solicitud de pasaporte
	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 para el Distrito 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; Código Penal para el Distrito Federal, Art. 179
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Código Penal Federal, Art. 259 bis; Ley Federal del Trabajo, Arts. 133(XIII) y 994(VI); Código Penal para el Distrito Federal, Art. 179 <i>Civil:</i> Código Penal Federal, Arts. 30-31 Bis; Ley Federal del Trabajo, Arts. 51(II) y 52; Código Penal para el Distrito Federal
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?	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
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil para el Distrito Federal, Art. 162
	Can a woman be head of household in the same way as a man?	Yes	Código Civil para el Distrito Federal, Arts. 164 y 168
	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; Ley de Acceso de las Mujeres a una Vida Libre de Violencia del Distrito Federal, Título II, Cap I; Código Penal para el Distrito Federal, Art. 200
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil para el Distrito Federal, Arts. 266 y 267
	Does a woman have the same rights to remarry as a man?	Yes	Código Civil para el Distrito 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 1995, Arts. 11 y 13
	Is paid leave available to fathers?	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
Entrepreneurship	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, Art. 44 bis 4
	Can a woman sign a contract in the same way as a man?	Yes	Código Civil para el Distrito Federal, Arts. 2 y 172
	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 para el Distrito Federal, Arts. 183, 189(VII) y 194
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil para el Distrito Federal, Arts. 1602(I) y 1607-1614
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil para el Distrito Federal, Arts. 1602(I) y 1624-1629
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código Civil para el Distrito Federal, Arts. 183, 189(VII) y 194
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil para el Distrito Federal, Arts. 164 y 164 bis
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Ley del Seguro Social 1995, Art. 162
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located