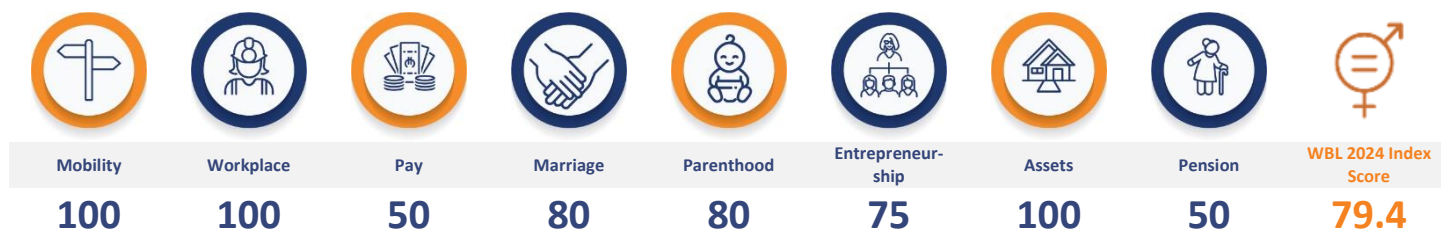


# Panama

*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 (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 100.0**. The overall score for Panama is lower 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).

## Panama - 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, and gender differences in property and inheritance, Panama gets a perfect score.

## Areas for Improvement

When it comes to laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women 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 measuring laws affecting women's pay (the WBL2024 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 (October 2nd, 2022 – October 1st, 2023).



Further data details for Panama are available at:  
<https://wbl.worldbank.org/en/data/exploreeconomies/panama/2024>



|                   | 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; Procedimientos 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 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                                                                                    |
|                   | 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; Código Penal, Art. 178        |
|                   | Are there criminal penalties or civil remedies for sexual harassment in employment?    | Yes    | Criminal: Ley Núm. 82 de 2013, Art. 45; Código Penal, Art. 178<br>Civil: Ley Núm. 82 de 2013, Arts. 14(4) y 71   |
| 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. 104.2                                                                                    |
|                   | 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 de Familia, Arts. 78 y 79                                                                                 |
|                   | 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 y 4(3)                                                         |
|                   | Can a woman obtain a judgment of divorce in the same way as a man?                     | Yes    | Código de Familia, Arts. 212 y 217                                                                               |
| Parenthood        | Does a woman have the same rights to remarry as a man?                                 | No     | Código de Familia, Arts. 35(2) y 219                                                                             |
|                   | 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                                                                                         |
| Entrepreneurs hip | Is there paid parental leave?                                                          | No     | No applicable provisions could be located                                                                        |
|                   | Is dismissal of pregnant workers prohibited?                                           | Yes    | Código de Trabajo, Art. 106                                                                                      |
|                   | 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                                                                                 |
| Assets            | Can a woman register a business 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                    |
|                   | Can a woman open a bank account in the same way as man?                                | Yes    | No restrictions could be located                                                                                 |
|                   | 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                                                                                      |
| Pension           | 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                                                                               |
|                   | Is the age at which men and women can retire with full pension benefits the same?      | No     | Ley Núm. 51 de 2005, Art. 170                                                                                    |
| Pension           | Is the age at which men and women can retire with partial pension benefits the same?   | No     | Ley Núm. 51 de 2005, Art. 168                                                                                    |
|                   | 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?             | Yes    | Ley Núm. 51, Art. 153(6)(d)                                                                                      |