











Panama

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
80.0	33.3	77.5

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 Legal frameworks score	100.0	100.0	75.0	50.0	75.0	100.0	100.0	50.0	100.0	50.0
WBL 2.0 Supportive frameworks score	25.0	66.7	0.0	0.0	100.0	33.3	25.0	0.0	33.3	50.0
WBL 2.0 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
Safety		
Does the law address child marriage?	Yes	Código de la Familia, Arts. 33, 35(1), 224(2) y 225; Código Penal, Arts. 209-210
Does the law address 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
Does the law address 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
Does the law address femicide?	Yes	Ley Núm. 82 de 2013, Arts. 4 (7) y 41; Código Penal, Art. 132-A
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 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 travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Constitución Política de la República de Panamá, Arts. 9(2) y 10(2)
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 explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Ley Núm. 82, Arts. 4(20) y 45
Does the law allow employees to request flexible work?	Yes	Ley Núm. 126; Decreto Ejecutivo Núm. 133
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" or "head of family" in the same way as a man?	Yes	No restrictions could be located
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
Parenthood		

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 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
Childcare		
Does the law establish the provision of center-based childcare services?	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 for families for childcare services?	Yes	Ley N° 171 de 15 de octubre de 2020, Art. 35
Does the law establish any form of support for nonstate 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 center-based childcare services?	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
Entrepreneurship		
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 for 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
Assets		
Do a woman and a man 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?	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
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Ley Núm. 51 de 2005, Art. 170
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Ley Núm. 51 de 2005, Art. 168
Is the mandatory retirement age for a woman and a man 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)

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
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 special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located

Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
Marriage		
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
Parenthood		
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
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
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 nonstate childcare providers?	Yes	Sitio Oficial del Ministerio del Desarrollo Social
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Ley que establece la titulación conjunta como forma de adquirir la tierra y modifica artículos del código agrario, Art. 1(1)
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located



Have anonymized sex-disaggregated data on property ownership been published? No Insufficient evidence located

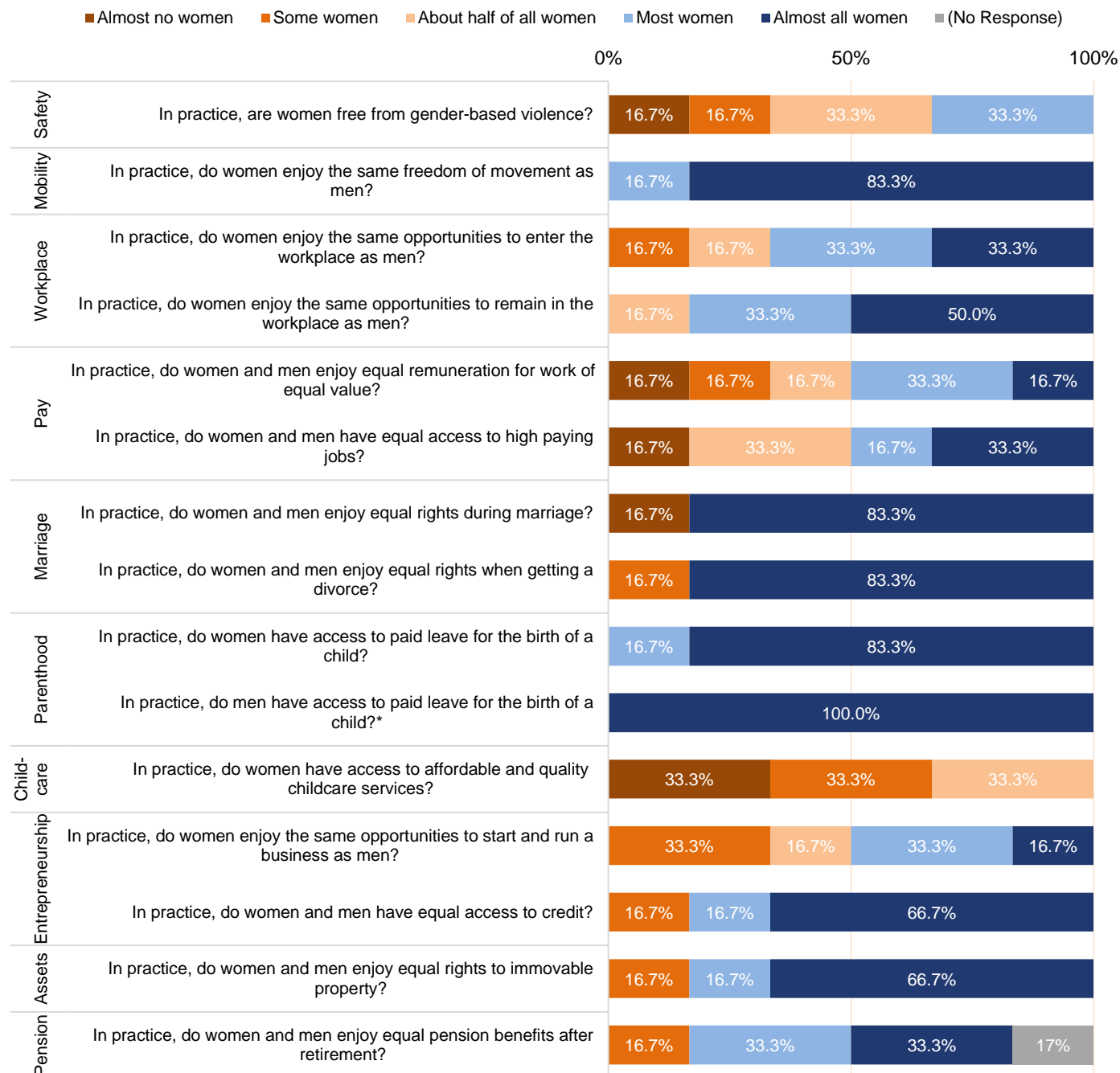
Pension

Are incentives in place to increase women's retirement benefits? No Insufficient evidence located

Is 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



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.