

FINAL REPORT

PANAMA: Country Gender Profile

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List of Abbreviations

PANAMA

ENGLISH		SPANISH	
AIDS	Acquired Immuno-Deficiency Syndrome	SIDA	Síndrome de Inmuno-Deficiencia Adquirida
AMP	Panama Maritime Authority		Autoridad Marítima de Panamá
AMPYME	Authority of the Micro, Small and Medium Enterprise		Autoridad de la Micro, Pequeña y Mediana Empresa
APLAFA	Panamanian Association for Family Planning		Asociación Panameña para la Planificación Familiar
ART	Antiretroviral Therapy	TARV	Terapia Antirretroviral
CAMM	Center for the Support of the Abused Women		Centro de Apoyo a la Mujer Maltratada
CEALP	Popular Legal Advice Center		Centro de Asistencia Legal Popular
CEASPA	Panamanian Center for Social Studies and Action		Centro de Estudios y Acción Social Panameño
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women		Convención sobre la Eliminación de Todas las Formas de Discriminación contra la Mujer
CEDEM	Women's Development Center		Centro de Desarrollo de la Mujer
CEFA	Center for Studies on Family		Centro para Estudios de la Familia
CEMP	Center for Studies on Panamanian Women		Centro de Estudios de la Mujer Panameña
CGR - DEC	Office of the Comptroller General - Directorate of Statistics and Census		Contraloría General de la República - Dirección de Estadísticas y Censo
CIM	Inter.-American Commission of Women		Comisión Interamericana de Mujeres
CODIM	Coordinating Committee of Organizations for the Integral Development of Women		Coordinadora de Organizaciones para el Desarrollo Integral de la Mujer
CONADEC	National Commission of Criminal Statistics		Comisión Nacional de Estadísticas Criminales
CONAMU	National Council of Women		Consejo Nacional de la Mujer
CONATO	National Council of Organized Workers		Consejo Nacional de Trabajadores Organizados
CoSPAE	Private Sector Council for Educational Assistance		Consejo Privado para la Asistencia Educativa

CSS	Social Security Agency		Caja de Seguro Social
DAC	Development Assistance Committee	CAD	Comité de Asistencia para el Desarrollo
DINAMU	National Directorate of Women (of MIDES)		Dirección Nacional de la Mujer (del MIDES)
EAP	Economically-Active Population	PEA	Población Económicamente Activa
ECLAC	Economic Commission for Latin America and the Caribbean	CEPAL	Comisión Económica para América Latina y el Caribe
E/D	Executive Decree	D/E	Decreto Ejecutivo
EU	European Union	UE	Unión Europea
FAO	Food and Agricultural Organization, UN		Organización de las Naciones Unidas para la Agricultura y la Alimentación
FMD	Women in Development Forum		Foro Mujer y Desarrollo
FUNDAMUJER	Foundation for Women's Promotion		Fundación para la Promoción de la Mujer
GAD	Gender And Development	GyD	Género y Desarrollo
GDP	Gross Domestic Product	PIB	Producto Interno Bruto
GNI	Gross National Income	INB	Ingreso Nacional Bruto
GRAPAS	Farms with Sustainable Agricultural Practices		Granjas con Prácticas de Agricultura Sostenible
GTZ	German Agency for Technical Cooperation		Agencia Alemana para la Cooperación Técnica Internacional
HIV/AIDS	Human-Immunodeficiency Virus / Acquired Immuno-Deficiency Syndrome	VIH/SIDA	Virus de la Inmunodeficiencia Humana / Síndrome de Inmunodeficiencia Adquirida
IDB	Inter-American Development Bank		Banco Interamericano de Desarrollo
IFAD	International Fund for Agricultural Development		Fondo Internacional para el Desarrollo Agrícola
IFARHU	Human Resources Development Institute		Instituto para la Formación y Aprovechamiento de los Recursos Humanos
ILO	International Labor Organization	OIT	Organización Internacional del Trabajo
IMUP	Women's Institute of the University of Panama		Instituto de la Mujer de la Universidad de Panamá
INAC	National Culture Institute		Instituto Nacional de Cultura
INAFORP	National Vocational Training Institute		Instituto Nacional de Formación Profesional
INDE	National Sports Institute		Instituto Nacional de Deportes
IPEL	Panamanian Institute for Labor Studies		Instituto Panameño de Estudios Laborales

LSMS	Living Standards Measurement Survey	ENV	Encuesta de Niveles de Vida
MEDUCA	Ministry of Education		Ministerio de Educación
MEF	Ministry of Economy and Finance		Ministerio de Economía y Finanzas
MIDA	Ministry of Agriculture and Livestock Development		Ministerio de Desarrollo Agropecuario
MIDES	Ministry of Social Development (former MINJUMNFA)		Ministerio de Desarrollo Social (antes MINJUMNFA)
MINJUMNFA	Ministry of Youth, Women, Children, and Family (now MIDES)		Ministerio de la Juventud, la Mujer, la Niñez y la Familia (actualmente MIDES)
MINSA	Ministry of Health		Ministerio de Salud
MITRADEL	Ministry of Labor		Ministerio de Trabajo y Desarrollo Laboral
NA	Not Available	ND	No Disponible
NORAD	Norwegian Agency for International Development		Agencia Noruega para el Desarrollo Internacional
NGO	Non Governmental Organization	ONG	Organización No Gubernamental
OAS	Organization of American States	OEA	Organización de Estados Americanos
ODA	Official Development Assistance	AOD	Ayuda Oficial para el Desarrollo
ORT	Oral Rehydration Therapy	TRO	Terapia de Rehidratación Oral
PAHO	Pan American Health Organization	OPS	Organización Panamericana de la Salud
PAISS	Integral Health Services Attention Program Packages		Paquetes de Atención Integral de Servicios de Salud
PASCA	AIDS Action Project in Central America		Proyecto Acción SIDA de Centroamérica
PIOM	Plan of Equal Opportunities for Women		Plan de Igualdad de Oportunidades para las Mujeres
PIOM II	Second Plan of Equal Opportunities for Women 2002-2006		Segundo Plan de Igualdad de Oportunidades para las Mujeres 2002-2006
PNMD	National WID Program		Programa Nacional Mujer y Desarrollo
PROBISIDA	Foundation for Welfare and Dignity of Persons Affected by HIV/AIDS		Fundación Pro Bienestar y Dignidad de las Personas Afectadas por el VIH/SIDA
PROIGUALDAD	Equal Opportunities Promotion Program		Programa de Promoción de Igualdad de Oportunidades
PRONAT	National Land Title Awarding Program		Programa Nacional de Titulación

PTJ	Technical Judicial Police		Policía Técnica Judicial
SENAPAN	National Secretariat for the National Food Plan		Secretaría Nacional del Plan Alimentario Nacional
SIEGPA	Gender-Focus Indicators System in Panama		Sistema de Indicadores con Enfoque de Género de Panamá
SME	Small and Medium Enterprises	PYMES	Pequeñas y Medianas Empresas
STD	Sexually Transmitted Diseases	ITS	Infección de Transmisión Sexual
UDELAS	University of the Americas		Universidad de las Américas
ULAPS	Local Units for Primary Health Care		Unidades Locales de Atención Primaria de Salud
UN	United Nations Organization	ONU	Organización de las Naciones Unidas
UNDP	United Nations Development Programs	PNUD	Programa de las Naciones Unidas para el Desarrollo
UNFPA	United Nations Population Fund		Fondo de Población de las Naciones Unidas
UNICEF	United Nations Children's Fund		Fondo de las Naciones Unidas para la Infancia
UNIFEM	United Nations Development Fund for Women		Fondo de las Naciones Unidas para la Mujer
UP	University of Panama		Universidad de Panamá
USAID	United States Agency for International Development		Agencia Internacional para el Desarrollo de los EE.UU.
UTP	Panama Technological University		Universidad Tecnológica de Panamá
WID	Women in Development	MyD	Mujer y Desarrollo
WHO	World Health Organization		Organización Mundial de la Salud

1. Basic Profiles

1-1 Socio-Economic Profile

Economic Indicators

GNI/Capita (US\$) ¹	Growth rate of real GDP ¹	GDP Implicit deflator ²	Gini index ³	Aid/GNI ⁴
4,084.0 (04)	6.2% (04)	0.9% (04)	0.47%(03)	0.2% (03)
3,857.0 (00)	2.7% (00)	-1.2% (00)	0.49%(97)	1.9% (90)

Demographic Indicators ⁵

Total (millions)	% of female population	% of urban population	Population growth rate	Total Fertility Rate	Life Expectancy	
					Male	Female
3,228 (05)	49.5% (05)	59.6% (05)	1.8% (00-05)	2.7 (00-05)	72.3 (00-05)	77.4 (00-05)
2,948 (00)	49.5% (00)	56.1% (00)	2.0% (95-00)	2.8 (95-00)	71.3 (95-00)	76.4 (95-00)

Public Sector Expenditure to sectors ⁶

	Health	Education	Social Welfare	Defense	Others
2004	11.6%	8.8%	12.3%	NA	NA
2000	13.5%	10.9%	11.6%	NA	NA

Industry/GDP ⁷

	Agriculture	Industry	Service
2004	7.5%	16.6%	75.9%
2000	6.8%	18.0%	75.2%

¹ CGR-DEC. Cifras Estimadas del Producto Interno Bruto de la República de Panamá. Year 2004. p. 11

² The World Bank Group. Panama Data Profile 2000-2004. Available at:

www.data.worldbank.org/indicator/NY.GDP.DEFL.ZS, www.data.worldbank.org/country/nicaragua

³ MEF-Social Policies Directorate. La Pobreza en Panamá. Encuesta de Niveles de Vida, 1997 and 2003. Revised Edition. Available at: www.mef.gob.pa

⁴ UNDP. Human Development Report 2005. Human Development Indicators. p. 278. Available at: www.hdr.undp.org/en/content/human-development-report-2005

⁵ ECLA. Statistical Yearbook for Latin America and the Caribbean 2004. Available at: www.cepal.org/cgi-bin/getProd.asp?xml=/publicaciones/xml/1/21231/P21231.xml&xsl=/deype/tpl-i/p9f.xsl

⁶ MEF-Social Policies Directorate. Gasto Público Social por Sectores 1996-2004. Health includes expenditures of Ministry of Health and Social Security Agency, excluding environmental sanitation which was included in Basic Services and Housing Expenditure. Education includes expenditures of Ministry of Education, INAFORP and Public Universities. Social Welfare refers to expenditures on labor and social security including the Ministry of Labor, Professional risk, pensions and retirement payments, assistance to the elderly and the disabled, protection of minors.

⁷ The World Bank Group. Panama Data Profile. Op. cit.

Labour Indicators

Total	Total No. EAP ⁸	Unemploy- ment Rate ⁹	Minimum wage ¹⁰
2004	1,357,272	11.8%	\$1.19
2000	1,081,639	14.4%	\$1.15

female	% of total ¹⁰	Unemploy- ment Rate ¹⁰	Minimum wage ¹⁰
2004	46.5%	16.4%	\$1.19
2000	41.6%	17.9%	\$1.15

Proportion of workers ¹¹

Male	Agriculture	Industry	Service
2004	25.1%	8.7%	66.2%
1995	27.7%	11.1%	61.2%

female	Agriculture	Industry	Service
2004	4.9%	10.7%	84.4%
1995	3.2%	9.8%	87.0%

Women in decision-making

	Member of Assembly ¹²	Minister ¹²	Deputy Minister ¹²	Managers ¹³	Technicians ¹³
2004	16.6%	15.4%	23.1%	39.1% (2000)	49.2% (2000)
1999	9.8%	23.1%	15.4%	24.9% (1990)	50.5% (1990)

Law for Women ¹⁴

Married women are given the right to decide whether or not to use their husband's surname.	1990 (Law 22)
The Complaint Reception Center is created for the Attention of Victims of Crimes	1991(Law 16)
Family Code is approved.	1994 (Law 3)
The Public Sector Administrative Career is established and regulated, and the prohibition and punishment of sexual harassment is stated.	1994 (Law 9)
The Convention on Prevention, Punishment, and Eradication of Violence against Women is ratified.	1995 (Law 20)
Domestic violence and child abuse are typified as crimes	1995 (Law 27)
Labor relations are regularized and modernized, and the prohibition of sexual harassment at work is introduced as a sufficient cause for dismissal, and employers are forbidden to commit it.	1995 (Law 44)
The National Directorate of Women (DINAMU) is created	1995 (E/D 37)
The People's Advocate or Ombudsman Office (Defensoría del Pueblo) is created	1995 (Law 7)
Family Courts (Fiscalías de Familia) are created.	1995 (Law 11)
A 30-percent share of the election candidates for women is established.	1995 (Law 20)
The internal system is established for the attention of pregnant adolescents at school.	1996 (D/E 162)
The law establishes a 30-percent female participation in the electoral lists and internal election positions	1997 (Law 22)

⁸ CGR - DEC. Estadísticas del Trabajo. Volume I and II, years 2000-2004. Only 2004 is available at:

www.contraloria.gob.pa/

⁹ It refers to minimum wage per hour. The minimum wage varies according to economic activity, size of enterprise (small or large) and region (1, 2 or 3). Region 1 includes the districts of Panama, San Miguelito and Colón, and has the highest wage rates. The rate selected was the one corresponding to the small-sized enterprise in the activity of retail commerce in Region 1, where a high percentage of women in the country are employed.

¹⁰ MITRADEL. www.mitradel.gob.pa

¹¹ CGR – DEC. Estadísticas del Trabajo. Volume I. Years 2000 and 2004.

¹² Own calculation on the base of the composition of the Nacional Assembly and the Executive Branch in the years of reference.

¹³ UNDP. Panamá: Informe Nacional de Desarrollo Humano, 2003.

¹⁴ MIDES. Plan Nacional Contra la Violencia Doméstica y Convivencia Ciudadana 2004-2014, year 2004.

The Ministry of Youth, Women, Children and Family (MINJUMNFA) is created.	1997 (Law 42)
Breast-feeding is protected and promoted.	1997 (Law 50)
Equal Opportunities for Women are established.	1999 (Law 4)
The Voluntary System of the Social Security Agency is amended to incorporate the person engaged in the care of the family.	1999 (Law 54)
The use of language, contents, and illustrations with a gender perspective is established as compulsory for school textbooks.	2000 (Law 6)
March is declared as the Women's Month.	2000 (E/D 33)
The National Commission for the elaboration of the " <i>Plan Nacional contra la Violencia Intrafamiliar y Políticas de Convivencia Ciudadana</i> " (National Plan against Domestic Violence and Policies for Citizen Coexistence) is created	2000 (E/D 99)
The elimination of all forms of discrimination against women is established, on the Facultative Protocol of CEDAW	2001 (Law 17)
Domestic violence and abuse against boys, girls and adolescents is penalized.	2001 (Law 38)
Joint title deed as a form to acquire the land property is established and Agrarian Code is amended.	2001 (Law 68)
The National System of Training in Gender is established.	2001 (E/D 31)
The Network of Public and Civil Institutions that Produce and Use Statistical Information is created for the incorporation of the Gender Perspective in Statistics	2002 (E/D 89)
Health and Education is guaranteed for pregnant adolescent.	2002 (Law 29)
Law 4 of January 29, 1999 on Equal Opportunities for Women is regulated.	2002 (E/D 53)
Amendment of the Family Code in relation with the acknowledgment of paternity and other provisions are enacted.	2003 (Law 39)
Provisions are enacted for the prevention and typification or classification of crimes against sexual integrity and freedom.	2004 (Law 16)
Integrated System of Development Indicators in the Republic of Panama is created, ensuring that sex disaggregated statistics are collected and reported	2004 (E/D 38)

Ratification and signature of international law for women ¹⁵

ILO Convention 100 of 29 th June 1951, concerning Equal Remuneration for men and women for Work of Equal Value.	1967 (Law 48)
ILO Convention 111 Relative to Discrimination in respect of Employment and Occupation, 1958	1966 (Law 23)
Ratification of CEDAW	1981 ¹⁶
UN Convention Relative to the Inter-American Convention for preventing, sanctioning and eradicating Violence Against Women	1995 (Law 12)
Approval of the Facultative Protocol of CEDAW	2001 (Law 17)

¹⁵ ILO. La Participación de Panamá Ante la OIT (Panama's Participation before ILO), p.209. Available at: www.oit.or.cr/matac/principal/panama/publicación.php

¹⁶ OAS - CIM. States Member Report on the Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality: Panama Report (Point 1 of the agenda). Available at: www.oas.org/en/cim/

Policy of WID ¹⁷

<p>Gender Consideration in the Government Plan: Strategic Vision of the Economic Development and Employment Towards 2009. This plan proposes five pillars of the economic and social policy as follows:</p> <ul style="list-style-type: none"> - to reduce poverty and improve income distribution; - an economic growth policy to create employment, - public finance reorganization; - human capital development; - reform and modernization of the State 	<p>There are not explicit considerations to the Gender issue, but it proposes actions and goals which directly benefit women, such as:</p> <ul style="list-style-type: none"> - Measures providing more opportunities to enter the labor market for the population under 30 years old, especially young women entering the market for the first time. Goal: Urban unemployment rate for women under 30 years old will be reduced from 32% in 2004 to 23% in 2009. - Implementation of a program for efficient development of health, including the goal of increasing professional care during delivery, in the rural area, from 80% in 2004 to 90% in 2009; and rural households with access to drinking water from 75% in 2004 to 84% in 2009. <p>There are other actions that will indirectly benefit women, in the area of poverty reduction, such as land title awarding; provision of basic services, credits, and funding for self-managed micro-and small-sized enterprises; improvement health and education indicators.</p> <p>In addition, the “Plan Estratégico Agropecuario 2004-2009” (Agricultural Strategic Plan 2004-2009) of MIDA states that a micro-credit program for rural women will be carried out. Although this program has not started yet as of December 2005.</p>
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Governmental organization of WID ¹⁸

National Directorate of Women (DINAMU) of the Ministry of Social Development (MIDES), which is the implementing organization, and National Council of Women which is an advisory and consultation institution at the highest level	Government Organizations
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¹⁷ MEF. Visión Estratégica de Desarrollo Económico y Empleo hacia el 2009. Available at: www.mef.gob.pa

¹⁸ IMUP. Diez Años de Política de las Mujeres en Panamá, 1992-2002, year 2004.

1-2 Health Profile

Expansion of health service ¹⁹

No. of physicians (per 10,000 people)	No. of Hospital Beds (per 1,000 people)
4,286 (03)	2.4 (03)
2,748 (90)	3.1 (90)

Public expenditure on health ²⁰ (% of GDP)
5.9% (04)
6.3% (96)

Child Health ²¹

	Mortality Rate	
	Infant (per 1,000)	Under-5 (per 1,000)
2003	18.0	24.0
2000	20.0	26.0

	% of the vaccinated (1-year-old children) ²²			
	BCG	DPT	Polio	Measles
2003	87%	86%	83%	83%
1995-98	99%	98%	99%	96%

Family planning

Contraceptive prevalence rate ²³	Births attendance rate ²⁴	Maternal mortality rate (per 1,000) ²⁴	Age at first marriage ²⁵ (years old)		Total fertility rate ²⁶
			men	women	
58.0% (95-03)	90.5% (04)	0.4 (04)	32.0 (04)	29.0 (04)	2.7 (00-05)
NA	91.3% (90)	0.6 (00)	28.9 (91)	25.7 (91)	2.8 (95-00)

HIV/AIDS

% age 15-49	Women (No. of age 15-49) (1,000)
0.09% (03) ²⁷	6.2 (03) ²⁸
NA	NA

Nutrition

% of infants with low birth weight ²⁹	Oral re-hydration therapy use rate ³⁰
9.5% (04)	7.0% (94-00)
NA	NA

Community health service

	Access to safe water		Access to adequate sanitation	
	urban	rural	urban	Rural
2002 ³¹	99%	79%	89%	51%
2000	NA	NA	NA	NA

¹⁹ MEF-Regional Planning Directorate. Indicadores Demográficos y Sociales. Census 1970, 1980, 1990, 2000 and years 2001-2003. Available at: www.microdata.worldbank.org/index.php/catalog/export/print?ps=5000
www.mef.gob.pa/es/proyectos/Paginas/planificacionregionalpanama.aspx

²⁰ MEF-Social Policies Directorate. Gasto Público Social por Sectores 1996-2004. Health expenditure includes the Ministry of Health and Social Security Agency, excluding environmental sanitation which was included in Basic Services and Housing Expenditure.

²¹ The World Bank Group. Panama Data Profile. Op. Cit.

²² UNICEF. The State of the World's Children (2000 and 2005). Available at:
www.unicef.org/spanish/infobycountry/panama_statistics.html

²³ UNDP. Human Development Report 2005. Human Development Indicators. . p. 261. Op. Cit.

²⁴ CGR - DEC. Panamá en Cifras 2004. www.contraloria.gob.pa

²⁵ CGR - DEC. Situación Demográfica. Estadísticas Vitales. Years 1991 and 2004.

²⁶ ECLA. Statistical Yearbook for Latin America and the Caribbean 2004. Op. Cit.

²⁷ The World Bank Group. Panama Data Profile. Op. Cit.

²⁸ UNICEF. The State of the World's Children, 2003. Op. Cit.

²⁹ MINSA. Información en Salud. Estadísticas de Salud. Anuario Estadístico, 2004. Op. Cit.

³⁰ UNICEF. Available at: www.unicef.org/sowc year 2003.

³¹ ECLA. Statistical Yearbook for Latin America and the Caribbean, 2004, p. 111 Op. Cit.

1-3 Education Profile

Commitment to Education ³²

Education system (years) ³⁴		Public expenditure on education (as % of) ³⁵	
Compulsory	Primary	GDP	gov. expenditure
11(95)	6(95)	4.4% (04)	8.8% (04)
		4.9% (96)	10.2% (96)

Adult literacy rate ³³

	Total	Male	Female
2000	92.4%	92.9%	91.8%
1990	89.3%	89.7%	88.9%

Enrollment Ratio ³⁶

Primary education (Net enrollment ratio)			Secondary education (Gross enrollment ratio)			Higher education (Gross enrollment ratio) ³⁷		
	Male	Female		Male	Female		Male	Female
2004	100.3%	99.6%	2004	60.9%	66.8%	2000	43.3%	56.7%
98-02	99.0%	99.0%	98-02	67.0%	72.0%	1990	46.8%	53.2%

Female Ratio of Higher Education

	Education	Agriculture	Engineering and Technology	Medicine and Natural sciences
2004	NA	NA	NA	NA
2000	NA	NA	NA	NA

³² MEDUCA. Estadísticas Educativas, 2003.

³³ CGR – DEC. Censos Nacionales de Población y Vivienda. Volumen II. Características Generales y Educativas (Population and Housing Census). Available at: www.contraloria.gob.pa

³⁴ According to Law 47 of 1946 as amended by Law 34 of July 6, 1995. See details on the structure of the Panamanian Educational System at: www.wipo.int/wipolex/en/details.jsp?id=3406

³⁵ MEF-Social Policies Directorate. Gasto Público Social por Sectores 1996-2004. Education Expenditure includes expenditures of Ministry of Education, INAFORP and Public Universities.

³⁶ MEDUCA, Estadísticas Educativas, 2004

³⁷ UNIFEM-UNDP, Economía y Género en Panamá. Visibilizando la Participación de las Mujeres, 2005, p.32

2. General Situation of Women and Government Policy on WID/Gender

2-1 General Situation of Women in Panama

General Situation of Women in Panama

- 1) Women's participation in the labor market has increased 8 percentage points since 1991; however, it represents about 50% compared to men's participation. More than 80% of women indicate that they are not seeking jobs because they have to take charge of family responsibilities.
- 2) During the 1990s, some changes took place within the legal framework in favor of women, including equal opportunities and major changes realized in the educational system to incorporate the gender approach.
- 3) Although women in Panama have made great advances through the election of the first female President of the Republic in Panama's history, their promotion in the Judiciary Branch and their increased participation in the Legislative Branch, their participation is still low compared to men's.
- 4) The number of women-headed households has tended to increase between 1990 and 2000, while the family size has tended to decrease. In 2000, the proportion of households headed by women in the urban areas (28.4%) is higher than in the rural areas (16.9%).

[General situation]

The changes in the economic policy in Panama that started in the early 1990s were characterized by the market openness and the reduction of the Government's participation in the economy. This has entailed major changes in both the economic structure and the labor market. The economic sectors more affected by these changes are agriculture and manufacturing, because of their poor competitiveness.

The effect of this policy has been different on the basis of sex. In the case of women, this change has caused the loss of jobs in the governmental sector because of the privatization of public utilities. For instance, the number of women employed in the electricity sector decreased 32.3% from 1991 to 2003³⁸ as result of the privatization of the electricity service. Also, the reduction in the number of banks because of bank merging has caused a loss of jobs for women.

Even though women's participation in the labor market grew 8 percentage points between 1991 and 2004, there persist big differences compared to men, such as higher unemployment rate, more informality, and lower social hierarchy of their jobs. For instance, a high proportion of women serve as domestic worker.

Impelled by various summits celebrated in favor of women and by the Panamanian women's fight, the Panamanian Government has created a favorable legal framework, which includes many aspects. Laws have been enacted regarding equal opportunities, family, against violence and discrimination, and the non-sexist language in the schools. In addition, several plans have been designed including the "Plan Nacional contra la Violencia

³⁸ UNIFEM-UNDP. Economía y Género en Panamá: Visibilizando la participación de las mujeres, p. 63.

Intrafamiliar y Políticas para la Convivencia Ciudadana 2004-2014” (National Plan against Domestic Violence and Policies for Citizen Coexistence 2004-2014), Local Plans against Domestic Violence for the districts of Soná and San Miguelito, and the “Plan Nacional de Salud Sexual y Reproductiva” (National Plan on Sexual and Reproductive Health).

[Poverty levels]

Despite the fact that women have achieved great advances, throughout the country there prevails a high poverty level, which affects them, particularly in the rural areas. It is noted, nonetheless, that according to the 1997 and 2003 Living Standards Surveys (LSMS), poverty affects more men than women, in both urban and rural areas; the only exception being the indigenous regions where poverty strikes more women, although this is a general problem in these areas and tends to get worse.

Poverty Condition, by sex, type of poverty and area: 1997 and 2003
(Percentages)

	Urban		Rural Total		Rural Non-Indigenous		Rural Indigenous	
	1997	2003	1997	2003	1997	2003	1997	2003
Overall or Full Poverty								
Women	14.6	19.4	64.0	62.7	57.4	53.5	95.4	98.8
Men	16.0	20.7	65.8	62.6	59.9	54.4	95.4	97.9
Extreme Poverty								
Women	3.0	4.3	37.7	35.9	27.4	22.2	86.6	89.9
Men	3.3	4.5	39.3	34.8	29.9	21.9	86.2	90.1
Non-extreme Poverty								
Women	11.7	15.1	26.3	26.8	27.4	31.3	8.9	9.0
Men	12.7	16.1	26.5	27.8	29.9	32.5	9.2	7.8
Non-Poor								
Women	85.4	80.6	36.0	37.3	40.1	46.5	4.6	1.2
Men	84.0	79.3	34.2	37.4	42.6	45.6	4.6	2.1

Source: MEF. LSMS 1997 and 2003.

This situation is explained by the higher educational level reached by women, especially at the university level, as well as the larger number of men living in the rural areas which are characterized by high poverty levels.

[Women in key decision making positions in the government]

Of a total of 78 legislators elected, 16.7% were women in 2004. This represents an advance with respect to previous years, in addition to a sustained increase in the number of women elected. However, it is far below the 30% of total postulations as provided by law.

**Composition of the Legislative Assembly, by sex
1948-68, 1972-1989, 1994, 1999, and 2004**

Period	Women	Men	Total	% of women
1948-1968	8	273	281	2.8
1972-1989	16	283	299	5.3
1994	6	66	72	8.3
1999	9	63	72	12.5
2004	13	65	78	16.7

Source: Panamá América Newspaper, June 19th 2002 and www.asamblea.gob.pa

Regarding State Minister's positions, between 1999 and 2004, the number of women has decreased from 3 in 1999 to 2 in the current Administration, which represented a reduction from 23.1% to 15.4%, respectively.

In the Judiciary Branch, the female labor participation is significant in the positions of public prosecutor and procurator, which was 43% in 2002. For the same year, of 195 circuit court judges, 100 were women.³⁹

Relevant information is that during the last elections, the number of women that were candidates to election posts decreased. According to MIDES, in 1999, there were 82 female candidates for election posts, as compared with only 54 during the 2004 elections.

This situation is reflecting the fact that the disadvantageous situation of women still persists. Women have limited access to land ownership and there exists androcentric culture that delimitates women's functions to domestic chores, including the care of children, sick persons, and old people, thus reducing their possibility of action in the public world. Women, as stated above, have little participation in the labor market because of their responsibilities at home.

[Household Structures]

Among the changes observed in the country's household structures are the increase in the number of women-headed households, and the reduction in the household size. In fact, 22.2% (116,873) of census households in 1990 were headed by women, while in the 2000 census there was a small increase, since women headed 24.4% (170,669) of households. Also there was an increase in the number of households composed of 1 to 4 members. This is consistent with the reduction in the fertility levels in Panama. The proportion of female head of households is higher in the urban area than in the rural zones, as shown in the following table:

³⁹ MINJUMNFA, III Informe Nacional Clara González, page 175.

**Households Headed by Women,
Censuses 1990 and 2000**

item	1990	2000
Total Census Households	526,456	699,465
Households composed of 1 to 4 members	57.5%	65.3%
Households headed by women	22.2%	24.4%
Households headed by women in the urban area	27.4%	28.4%
Households headed by women in the rural area	15.5%	16.9%

Source: CGR- DEC, 1990 and 2000 Population and Housing Censuses.

2-2 Government Policy on WID/Gender

Government Policy on WID/Gender

- 1) The definition of an institutional framework and the implementation of projects with gender perspective are major achievements, even though there is no defined policy in favor of women.
- 2) The implementation of the WID Plan of Action, the Plan of Equal Opportunities for Women, and the design of the National Plan against Domestic Violence and Policies for Citizen Coexistence, have produced positive changes.
- 3) There exists a favorable legal framework.

[Government Policy on Women]

The commitments acquired by the Panamanian Government in diverse international summits celebrated, the support from international organizations, and the fight realized by women in the country, have had a positive effect and some progresses have been made, even though there is no specific policy in favor of women.

The Universal Convention on Human Rights and its two pacts and the Convention on the Elimination of All Forms of Discrimination Against Woman (CEDAW) constitute the first major legal instruments ratified by the Panamanian State that have marked the beginning of public policies with gender equality⁴⁰. The different summits celebrated in favor of women have given guidance for the promulgation in the country of a wide range of laws that have favored women in the labor, cultural, political and economic aspects.

The WID Plan of Action 1994-2000 laid the foundations for one of the main transformations in the political tasks of the national women's movement, thus constituting the first policy with gender perspective in the country. This plan was characterized by an ample women's participation. The main financing source for the actions included in this plan was the PROIGUALDAD Program, which was implemented from 1996 to 2001.

In 1999 started the elaboration of the Plan of Equal Opportunities 2002-2006 (PIOM II) which has given way to the process of building an Equal Opportunities policy for Panamanian women. In addition, the Government has created governmental instances, including the training system on gender that carries out training and sensitization actions directed to governmental officials on the gender issue.

This new plan includes nearly all the 12 areas contained in Law 4 of January 1999 "whereby equal opportunities for women is established": Human and Economic Development, Political Participation and Power, Legal Equity and Fairness, Family, Labor, Violence against Women, Health, Housing, Education and Culture, Mass Media, Environment and Governmental Mechanisms for Equal Opportunities.

⁴⁰ Arce et al., Políticas públicas para la equidad de género: Una propuesta del movimiento de Mujeres en Panamá, p. 23

As a result of the implementation of this plan, important actions were taken in all proposed areas, standing out the training efforts on gender, which included teachers and students, and has allowed the sensitization of authorities and ordinary people on this issue.

In 2003 the law against violence was promulgated and the National Plan Against Domestic Violence, 2004-2014 was designed with the purpose of being a guidance for the key stakeholders of the Panamanian society, in order to reduce domestic violence and its bio-psycho-social, economic, juridical, legal and spiritual consequences, as well as to promote and strengthen strategies and actions for citizen coexistence. It includes the axes of promotion, prevention, detection, attention and rehabilitation.

At present, MIDES, through DINAMU, is in search of financial resources to implement the “Plan Nacional contra la Violencia Intrafamiliar y Políticas de Convivencia Ciudadana” (National Plan against Domestic Violence and Policies for Citizen Coexistence), which includes: (i) Sensitizing people in the topics of solidary coexistence and culture of peace, (ii) Training of human resources in the topics of prevention and attention to violence, gender and culture of peace; (iii) a single-registration system, and (iv) Organizing local networks for the prevention and attention to domestic violence.

[Development Plans for Women]

The following table summarizes the main results of the National Plan for Women and its two Action Plans:

Government actions on WID/Gender	Date or Period	Content, remarks or application
Legislation		
Organizations responsible for implementation		MIDES (DINAMU), Family Courts
-Creation of the Family Code and Family Courts.	1995	Attention is focused on problems affecting women and failure to pay alimonies is penalized even with imprisonment.
Education		
Organizations responsible for implementation		MEDUCA, IFARHU, INAFORP, MEF
-Guarantee of health and education for pregnant adolescents	2002	Control and monitoring of pregnant youngsters, which was not done before. Some offices have been established for the attention of these girls.
-Creation of the National System of Training in Gender.	2001	It has been achieved that most of the school textbooks have no gender bias. Gender transversalization has been incorporated from pre-school up to ninth grade, and there are teacher's guidebooks.
-Support to pregnant adolescents	Since 2001	Pregnant adolescents have been allowed to continue within the educational system. However, it has been observed that although the young girls remain within the system, in general they do not return to school, because they have to take care of their babies.
-Promotion of gender equality among children	Since 2001	A single registration list has been established so that when calling the roll, men are not seen as superior and that women go after them

-Non-sexist language	Since 2000	Pictures or images that convey stereotypes have been eliminated, as well those games, laboratory works or songs that encourage discrimination against women. For instance, the song “La Niña Felicidad” (The Girl called Happiness) has been banned because it promotes the idea that women are happy when doing domestic chores.
-Gender Equality among children in the schools	1996	There is now an internal system for the students in the schools and qualitative changes have been made for children to receive equal attention. For example, it is not necessary to assist boys first.
-Sexual harassment is penalized	Since 1995	Including sexual harassment as a cause for dismissal has contributed to reduce violence against women.
Health		
Organizations responsible for implementation		MINSA, CSS
-Pregnant youngsters are helped and allowed to attend school	Since 1996	The internal system has been established to guarantee all pregnancy controls for pregnant adolescents.
-AIDS issue is tackled		MINSA carries out permanent campaigns to give orientation on AIDS prevention. Youth circles for the fight against AIDS have been organized. 70 teachers have been trained as facilitators and multiplying agents on the Gender issue.
-Life expectancy has improved for both men and women		78 years for women in 2004, as result of bigger efforts in the health prevention area.
-The coverage of professional care during delivery has increased.		94.8% of women in the country have access to professional care during delivery.
- The Family Planning service is provided free of charge		The number of women who plan their family has increased and the fertility rate has been reduced.
Employment		
Organizations responsible for implementation		MITRADEL, INAFORP, MEF
-Increase in women’s participation in the labor market	1991-2004	Women’s participation in the labor market has increased 8 percentage points.
- Women’s labor relations and breastfeeding are protected.	1972	A pregnant woman cannot be fired, during pregnancy and within one-year period after childbirth.
-The number of women in non-traditional trades is increased	1995-2005	Women’s participation in non-traditional trade and professions is promoted.
-There is a law that protects maternity.	Since 1972	Female worker has a maternity immunity that protects her from dismissal actions.
-Child Care Centers and Adult Day Care Centers are created to promote women’s participation in the labor market.		The Government subsidizes 108 Child Care Centers which take care of 4,000 children at the national level, and 75 day care centers for old people, youngsters and the disabled.
Political Participation		
- A legal framework has been defined for promoting women’s participation in politics	1997	In 1999 Panama had its first female President of the Republic, and the number of women is increasing in the positions of legislators, ministers, judges, public prosecutors and directors of autonomous public organizations.
-Women are organized		The women in political parties are conducting training at the national level on leadership in order to promote women’s political participation.

Family		
Organizations responsible for implementation		MIDES, PTJ, Judiciary Branch, Family Courts, First Lady's Office, INDE, INAC, MEDUCA, CSS
- A better treatment is pursued for Senior Citizens		A plan is being implemented with the purpose of giving an integral support to Senior Citizens, which includes CSS and MIDES.
-Actions are been taken in order to eradicate child labor.		Big efforts are being carried out to prevent children from working.
- Youth protagonism is supported		With the implementation of the "Plan de Acción Niñez y Adolescencia" (Children and Adolescents Plan of Action) and the design of the "Plan de Desarrollo Humano de la Juventud" (Youth Human Development Plan), the young people's participation in the solution of their problems is promoted.
Violence		
Organizations responsible for implementation		MIDES, Judiciary Branch, Family Courts, Complaints Reception Center, Corregidurías or municipal courts
-Consciousness is raised regarding peaceful behavior	Since 2003	A mass dissemination of the law against domestic violence is being carried out and every day more women are convinced to denounce mistreatment cases.
Agriculture, game, forestry and fishery		
Organizations responsible for implementation		MIDA, AMP
-Gender transversalization Projects are carried out.		All projects financed by international organizations include the gender issue.
-Women's property on assets is supported.	2001	The awarding of Joint Land Title between men and women is promoted.
-Women actively participate in land title awarding programs		Women have benefited from land title awarding programs carried out by PRONAT
-Women are organized and participate in productive and fishery projects		Rural women have been organized and receive technical and financial assistance. Even some of them occupied directors' positions in the fishery cooperatives.

[WID/Gender related laws and regulations]

Laws and regulations	Date	Content
Family Code	May 1994 and April 2003	This law establishes the fundamental principles for its application and interpretation, the family unity, equal rights and duties for spouses, equal rights for their sons and daughters, and protection of minors. Married women have the right to decide whether or not to use their husbands' surnames. In 2003 other articles are added to the Family Code in relation to the acknowledgment of paternity and other provisions are dictated.
Laws against domestic violence	June 1995 and July 2001	These laws typify the crime and the aggravating circumstances; and establish responsibilities, sanctions, and monitoring measures.
Rural woman	December 2001	The awarding of joint title deed has been established as a form of acquiring land.

Source: Arce et al. Diez Años de Políticas de las Mujeres, 1992-2002.

2-3 National Machinery

(National Directorate of Women - DINAMU)

- 1) The National Directorate of Women (DINAMU) was created in 1995. It is the governmental body with the main function of promoting, advising, designing, studying and implementing policies, plans and programs on gender equality in the country, with the purpose of improving the women's social conditions.
- 2) The National Council of Women (CONAMU) was also created in 1995 with the aim of formulating, proposing and recommending public policies and measures for social equality and equity between genders, to the governmental institutions.

[Background]

Because of the economic social and political problems faced by the country in the early 1990s, and ended with the fall of the military regime and the beginning of the democratic system, women organized themselves and established the Clara González Group in 1991, composed of 14 women's organizations, which were in search of a common agenda with feminist perspective. The consolidation of these women was favored by the participation of women's NGOs, which created the "Coordinadora de Organizaciones para el Desarrollo Integral de las Mujeres" (CODIM- Coordinating Committee of Organizations for the Integral Development of Women) including women from the Interior of the country. They participated in international forums in Central America that allowed them to exchange viewpoints about their problems with other women in the area. The National Directorate of Women (DINAMU) was created in 1995, by Executive Decree No. 77 of August 30th, assigned to MITRADEL, and was confirmed by Law 42 of 1997, with the creation of the former MINJUMNFA (currently MIDES). DINAMU is in charge of promoting, advising, designing, studying and implementing policies, plans and programs for gender equality. The National Council of Women (CONAMU) was also created in 1995, as an institution for consultancy, guidance, and advice and with the capacity of proposing public policies, at the highest governmental level.

In reply to the commitments acquired during the 1995 Fourth World Conference on Women in Beijing, the Network of Governmental Mechanisms for the Promotion of Equal Opportunities for Women was created in Panama. Its purpose was to include the gender perspective in the various public institutions.

[National Machinery]

The Ministry of Social Development (MIDES) is the ruling institution for social policies. Its objective is to promote human development through participation and promotion of equality, as well as the designing of policies, plans and programs for the strengthening of the family and the community. The National Directorate of Women (DINAMU) is responsible for the promotion of gender equality, through the execution of public policies directed to promote and improve women's conditions.

The National Council of Women (CONAMU) is an advisory entity. It incorporates civil society and its objective is to guide and advise at the highest level on public policies. The strength of CONAMU is that it is composed of representatives from the three branches or powers of the State (Legislative, Executive and Judiciary) and from the Civil Society. The Executive Branch is represented by the Minister of MIDES; the Legislative Branch, by the Legislator Chairperson of the “Comisión de Asuntos de la Mujer, el Niño, la Juventud y la Familia” (Legislative Committee for Women, Children, Young People and Family’s Affairs). The Judiciary Branch is represented by a magistrate of the “Tribunal Superior de la Familia” (Superior Court of Family). It is also composed of representatives from the First Lady’s Office, from the University of Panama by way of the “Instituto de la Mujer” (Institute for Women), from the labor union sector through a representative from CONATO, as well as a representative from the “Consejo de Rectores” (Council of University Rectors). Women’s movement is also represented by female members of the Foro Mujer y Desarrollo (WID Forum), the “Foro Nacional de Mujeres de Partidos Políticos” (National Forum of Women of Political Parties), the “Coordinadora de Mujeres Indígenas de Panama” (Panama’s Coordinating Committee of Indigenous Women) and the “Coordinadora de Organizaciones para el Desarrollo Integral” (CODIM- Coordinating Committee of Organizations for the Integral Development of Women).

The Network of Governmental Mechanisms for the Promotion of Equal Opportunities for Women, presently constituted by 43 public institutions, must ensure that the gender perspective be included in the public policies of each of these institutions.

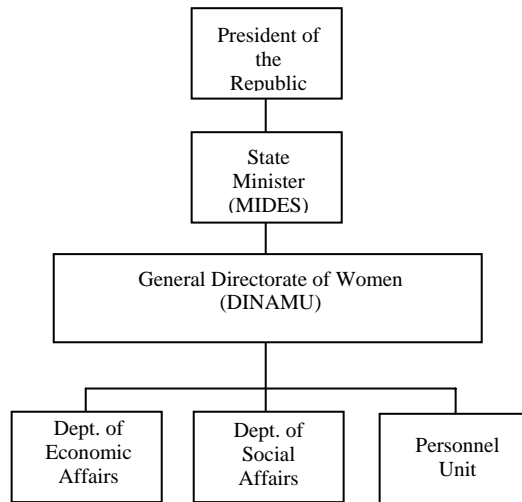
It is worth underlining that according to a research conducted ⁴¹, both CONAMU and the Network of Governmental Mechanisms for the Promotion of Equal Opportunities for Women are not playing the role that they are responsible for. In the case of the Governmental Mechanisms Network, the lack of budget and hierarchy within their organizations are hindering their work. Many of the officials in charge of the Women’s Offices indicated that they have been assigned other duties.

In addition, there is no coordination and fluid communication between CONAMU and DINAMU. In this sense, it is inferred that in spite of formalities, the weight of responsibility in the gender issue rests on DINAMU. Compounding this problem, this directorate does not have sufficient financial resources to carry out its programs and does not seem to be a priority within the ministry. For instance, from September through December 2004, the investment disbursement of MIDES was US\$ 646,948.98. Of this amount, only US\$ 6,013.79 (less than 1%) corresponded to this directorate, and most of the resources were allocated to the Dirección de la Juventud (Directorate of the Youth).

Parts of this problem are the priorities established by the Government. The First Lady, for example, has directed her efforts to the disabled, rural women and young people, and the government’s program is being channeled towards these groups.

⁴¹ FMD. Informe Alternativo sobre el Cumplimiento en Panama de la Plataforma de Acción Mundial Beijing 1995, page 46

[Organizational Chart of the National Machinery]



The functional organization chart of MIDES is shown in the following page.

[The Main Activities of MIDES / DINAMU]

During its first decade, DINAMU has actively participated in the creation of different existing mechanisms for the defense of women. The capacity of these offices has been strengthened and with the support of the European Union, UNDP and UNFPA, various projects have been carried out aiming at the fulfillment of different commitments by the country in favor of women.

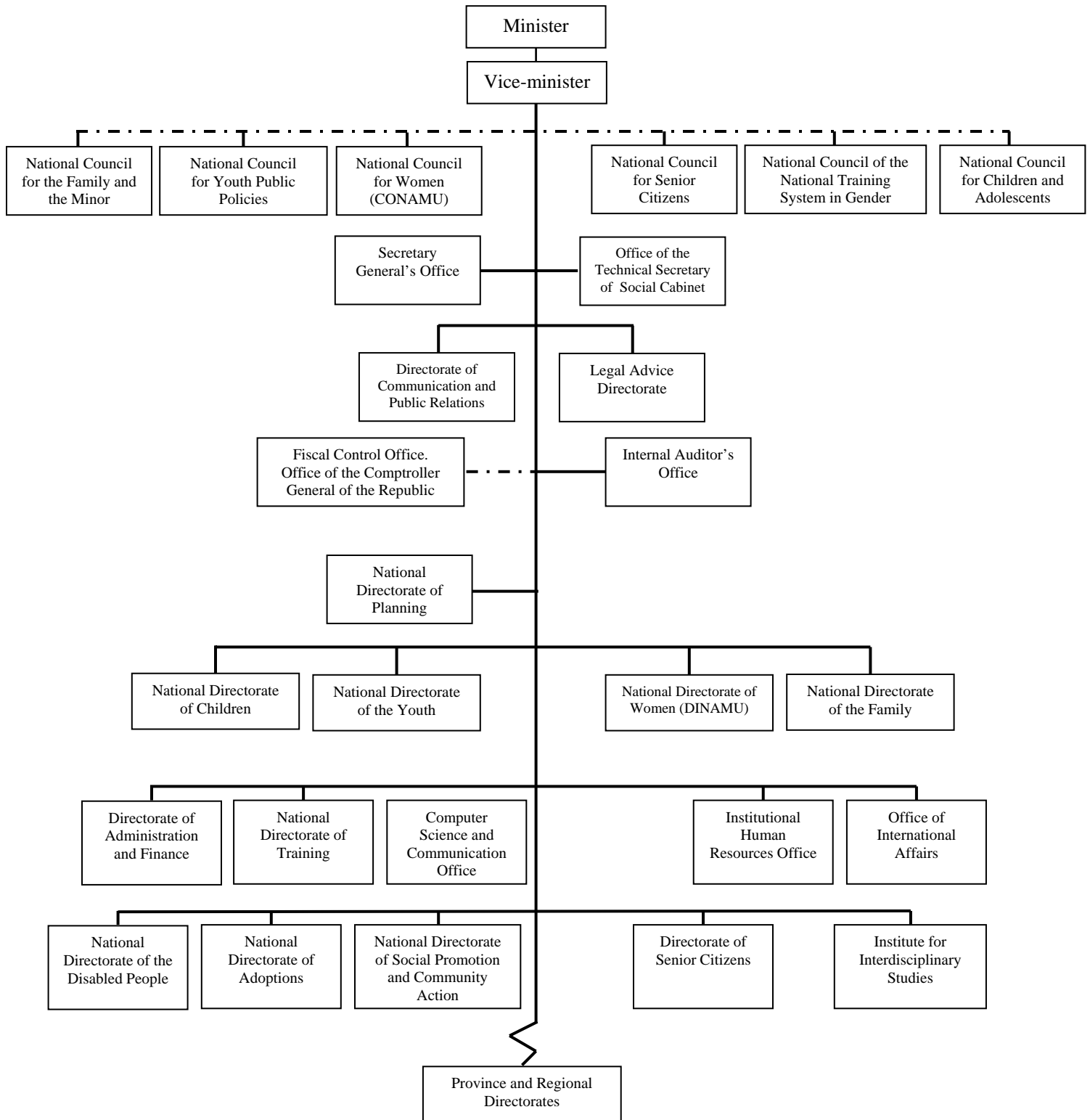
It has significantly contributed to the creation of the existing legal framework that includes many aspects already mentioned above.

Also, with its support, various plans have been designed in favor of women. The most recent of these plans is the so-called “Plan Nacional contra la Violencia Doméstica y Políticas de Convivencia Ciudadana” (National Plan against Domestic Violence and Policies for Citizen Coexistence), that has started to be implemented in 2005.

At present, DINAMU is making efforts to get resources for the implementation of the proposed plans and programs.

With the support of GTZ, a training program for women in nontraditional trades has been carried out, which allowed the inclusion of women into nontraditional jobs.

Ministry of Social Development (MIDES) FUNCTIONAL ORGANIZATION CHART



Remark: This Organization Chart is presently under revision by MIDES.

3. Current Situation of Women by Sector

3-1 Education

Education

- 1) The national efforts in educative matters have achieved near universal primary enrollment.
- 2) Although in primary schools, the female school attendance rate is slightly lower than male, in high schools, women tend to outnumber men.
- 3) In view of the development of new activities in the sectors of tourism, banking, transportation and communications, among others, demanding the knowledge of the English language, the Panamanian Government has allocated considerable resources to prepare young people in this language.

[Government Policy]

The Ministry of Education (MEDUCA) is the ruling organization of the education sector, and it is responsible for the implementation of the educational policies. In terms of the resources allocated to education, according to MEF, in 2004, this sector absorbed 607.2 million dollars, equivalent to 24.95% of social expenditure.

According to UNDP's Panama Human Development Report 2000, Pre-Primary, Primary, Secondary and University Education account for 80.7% of total expenditure in education. Pre-Primary and Primary Education absorb 43.1%, Secondary 29.3%, Higher Education 19.0% and the remaining 8.6% goes to technical education and others.

Public Expenditure on Education: 1996, 2000 and 2004
(In thousand current dollars)

Item	1996	2000	2004
Total Public Expenditure (In thousand)	4,441,501	5,208,099	6,931,293
Public Expenditure in Education	453,076	567,076	607,181
% of GDP	4.9	4.9	4.4
% of Total Public Expenditure	10.2	10.9	8.8
% of Social Expenditure	26.26	28.07	24.95

Source: MEF, Social Policies Directorate.

The Education Index in Panama in 1990 was 0.653 and for 2000 was .720, representing a 10.3% increase. This change was more evident in the rural area, where the index goes up from .503 in 1990 to .585 in 2000, reflecting a 16.4% increment.⁴²

⁴² UNDP. Informe Nacional del Desarrollo Humano de Panamá, 2002, p. 278

In the area of Gender, MEDUCA has been a key stakeholder by supporting the elaboration of teaching material and teacher's guidebooks on the gender issue in order to avoid sexist language in the schools.

The net enrollment rate in primary schools for men was 100.3% in 2004, compared to 99.6% for women, showing a near universal primary education enrollment. This proportion has represented an increase in enrollment rate, for both boys and girls, with respect to 1990, which were 95.7% y 95.1%, respectively. In absolute values, in 1990 there were 182,786 boys and 168,235 girls in Primary schools. But in 2004, the values were 200,908 men compared with 184,339 women.

The gross enrollment rate at the high school level reached 60.9% for men and 66.8% for women in 2004, thus reflecting positive changes with respect to 1990.

[Literacy education]

According to the 1990 Census, the literacy rate in Panama was 89.3%, including 1,569,528 literate, of whom 795,419 were men and 774,109 women. The literacy rate for men (89.7%) was higher than for women (88.9%).

For 2000, the educational situation in Panama improved, leading to a literacy rate of 92.4%. Of total literate people, 1,030,865 were men (with a rate of 92.9%), while 1,007,037 were women (with a rate of 91.8%). This implied that the gap or difference between men and women got wider, from 0.8 to 1.1 percentage points in favor of men. The increase of poverty and the low school attendance among women in the indigenous area could explain this situation.

In the Comarcas or Indigenous Regions, the lack of alphabetization is alarming. The literacy rate is lower than in the country as a whole. The Ngöbe people face the worst condition, which is in agreement with the highest poverty affecting them, as shown in the following table:

Literacy Rate among Indigenous People, by Comarca and Sex: 1990 and 2000

Comarca	1990			2000		
	Total	Men	Women	Total	Men	Women
Kuna Yala	34,044	16,216	27,828	32,446	15,154	17,292
Literate	58.7%	71.1%	48.0%	65.5%	73.7%	51.4%
Emberá	7,970	4,145	3,825	8,246	4,386	3,860
Literate	58.7%	67.0%	49.7%	61.5%	72.8%	57.1%
Ngöbe Buglé	ND	ND	ND	110,080	54,444	55,636
Literate	44.7%	54.2%	35.7%	54.1%	64.1%	44.7%

Source: UNDP. Panamá: Informe Nacional de Desarrollo Humano, 2003.

It is noted that the gender difference is very big in the case of indigenous groups. Indigenous women are more affected than other women and mostly deprived of their right to education. However, the gender difference is more evident in the Comarca Kuna Yala

(22.3 percentage points between men and women). This confirms the fact that there persist cultural patterns that favor the enrollment of men at school to the detriment of women, especially among the country's indigenous population.

[Primary and secondary education]

The Panamanian educational system shows high net enrollment rate for primary schools. This rate grew from 97.7% in 2000 to 99.9% in 2003.

According to the figures provided by MEDUCA with respect to total enrolment in the primary level of the system, the participation of women is lower than men's, with an average of 48% for women from 1990 to 2004, and 52% of male attendance. This means that the number of boys in primary schools is larger compared to girls in this level.

According to these figures, at the secondary level, women (50.9%) have a proportion of attendance slightly higher than men (50.6%), and their enrolment rate has stayed nearly constant during this 14-year period. Like in the previous case, these data are significant and are explained by the fact that child labor in Panama is mostly male. According to ILO's Report on the Child Labor Survey in Panama, of 47,976 children employed, 36,882 were boys and 11,094 girls.⁴³

Total students in primary and secondary schools, by sex: 1990, 2000 and 2004

Years	Primary			Secondary		
	Men	Women	% of women	Men	Women	% of women
1990	182,786	168,235	47.9	96,269	99,634	50.9
2000	203,753	189,277	48.2	113,226	116,808	50.8
2004	200,908	184,339	47.8	106,717	109,512	50.6

Source: MEDUCA. Boletín Estadístico (Statistical Bulletin), 2003.

[Gender consideration development plan and education]

According to a study conducted⁴⁴, the most significant advances for women have resulted from the influence of both women's actions symbolized in the "Plan de Acción Mujer y Desarrollo" (WID Plan of Action) and international cooperation programs such as PROIGUALDAD, that was aimed at "promoting women's participation at all levels of the society's political, social and economic development". Among the achievements described by this study stand out the following ones:

⁴³ ILO, Informe Nacional de los Resultados de la Encuesta del Trabajo Infantil en Panamá (National Report on the Results of the Child Labor Survey in Panama), p. 53

⁴⁴ FMD. Informe alternativo sobre el cumplimiento de la Plataforma de Beijing 95

-Since 1997, hundreds of teachers of the basic educational levels have been trained on gender perspective.

-The process has started to include in the teachers' formation curriculum some issues concerning the elimination of pre-conceptions and discriminatory practices against women.

-There exists a teacher's guidebook on educational practices for equality, which constitutes the main instrument for the eradication of sexism in classrooms.

-Major processes have been carried out for the sensitization and formation of the high school faculty so that once sexist stereotypes and prejudices are identified they work for the effective fulfillment of equality.

-The establishment of the "Oficina de Asuntos de la Mujer" (Office for Women's Affairs) of MEDUCA whose functions are the promotion, incorporation, elaboration and validation of the gender component as a transversal issue in the curriculum.

-The inclusion of young women has been promoted in nontraditional trades (automotive and industrial mechanics, high cuisine, among others), and employers have been trained for accepting women in these trades.

-In 1995 was created the "Instituto de la Mujer" (IMUP - Institute for Women) of the University of Panama, which has promoted the research on gender in the country.

[Vocational and Technical Education, Higher Education]

The institution responsible for providing vocational education and training is the "Instituto Nacional para la Formación Profesional" (INAFORP -National Vocational Training Institute), officially created by Law No. 18 of September 29, 1983. Last available data show a growing participation of women in the last ten years and, in terms of percentage, it represented 40% for 2004. According to a study conducted ⁴⁵, in 1995, 62% of the enrolled students were men, while women represented only 38%. Nonetheless, the share of students who completed the course that same year was 79.9% for women and 77.6% for men.

Female students mostly request courses in the areas of Textile Manufacture, Services, Handicrafts and Gastronomy Hotel, including such trades as Dressmaking, Cooking, Beauty, Handicrafts, Customer Service (waiter/waitress, receptionist, etc.), traditionally assigned to women because they are linked to the private sphere or domestic scope (sewing, home decorations making, child or relatives care, cooking, among others).

Regarding higher education in Panama, people talk about the feminization of the university enrollment, since female enrollment is higher in nearly all the universities, with the exception of the UTP (Technological University of Panama), where women represent 29% of total enrollment ⁴⁶.

⁴⁵ ILO. Available at: www.oit.org.pe/spanish/260ameri/oitreg/active.../sintgen/caspanama.pdf

⁴⁶ UNDP. Objetivos de Desarrollo del Milenio, Gabinete Social, 2005, p. 49

[Non-formal education]

The Government of Panama allocates a share of the “Seguro Educativo” (Education Tax) ⁴⁷ for the workers’ education. The “Instituto Panameño del Estudios Laborales” (IPEL - Panamanian Institute for Labor Studies) of MITRADEL is in charge of this program. According to this organization, they carry out monthly training actions, including on the gender issue, which are offered to unions and other worker organizations.

MITRADEL also has the Labor Management Program, which is engaged in the training of young people in accordance with the labor demand. Its main efforts have been directed to the training in the English Language to prepare young people for working in the Communication (for example, Call Centers) Tourism, Transportation, Banking and other service activities, which are very dynamic within the country. This governmental effort has been supported by Nongovernmental Organizations, such as FUNDAMUJER, and by the First Lady’s Office, which carry out training actions on self-management, particularly for women.

Within the framework of the business social responsibility initiative, some private enterprises are getting involved in this type of program. MEDCOM, a TV media company, for instance, carries out a Pilot Plan “Mujeres que Valen Más” (Women that Worth More) in Bruklincito (Panama City’s slum area where very poor, unemployment-stricken families live) in which 50 women are trained and helped to find a job or start their own business.

The “Foro de Mujeres de Partidos Políticos” (Political Parties Women Forum) is conducting, at the national level, training programs on leadership with the purpose of promoting women’s political participation.

⁴⁷ According to Cabinet Decree No. 168 of 1971 and its amendments, the employer and the employee must contribute with 1.5% and 1.25% of the worker’s monthly salary, respectively, for Education Tax. These contributions are mandatory. The law establishes the distribution of the Education Tax fund among formal and nonformal education institutions.

3-2 Health

Health

- 1) Even though in general, health indicators in Panama have improved, the maternal mortality rate has increased from 0.5 to 0.7 per thousand live births between 1990 and 2003.
- 2) The Government's health expenditures, as a percentage of GDP, have decreased from 6.3% in 1996 to 5.9% in 2004.
- 3) The child undernourishment in Panama is reaching alarming levels. One out of every three children suffers from undernourishment.
- 4) The HIV/AIDS is a health problem mostly affecting men; nevertheless, presently, of the total affected by this disease, 24% are women.

[Government Policy]

The improvement of health achieved in Panama has resulted from the introduction of new technologies, the population's higher educational level, as well as the Government's effort, prioritizing prevention over cure. According to the "Informe Nacional de Desarrollo Humano" (UNDP's Human Development Report for Panama)⁴⁸, the expenditure in health is the largest one among social sectors.

Although the public expenditure on health has increased in absolute terms from 1996 to 2004, it tends to become less significant in terms of GDP, and as percentage of total public expenditure and social expenditure, as shown in the following table:

Public Expenditure on Health: 1996, 2000 and 2004

(In thousand current dollars)

Item	1996	2000	2004
Total Public Expenditure (In thousand dollars)	4,441,501	5,208,099	6,931,293
Public Expenditure on Health	584,509	704,787	806,676
% of GDP	6.27	6.07	5.88
% of Total Public Expenditure	13.16	13.53	11.64
% of Social Expenditure	33.87	34.89	33.14

Source: MEF. Social Policies Directorate.

Among the advances in health policies of the Panamanian Government stand out the following ones:⁴⁹

- Policies on the HIV epidemic, on the care of pregnant adolescents, on mental and occupational health.
- Norms on the attention to domestic violence.
- National Plan on Sexual and Reproductive Health
- MINSA's Health Program for Women.

⁴⁸ UNDP. Informe Nacional de Desarrollo Humano de Panamá, 2002. p. 196.

⁴⁹ FMD. Informe alternativo sobre el cumplimiento de la Plataforma de Acción Mundial Beijing 95, p. 20

[Medical Health]

In general, the health condition of the Panamanian population has achieved significant progresses. Among the main factors that have contributed to the improvement of health indicators are the larger proportion of public expenditure on health, the country's higher economic development, the improvements in education, and the advances in the hygiene of the population, medical health and technology. Also, the supply of health services by the private sector has increased, and so has the awareness of the population on health promotion, disease prevention, and personal care.

Another factor contributing to health improvement is the increase in the proportion of deliveries attended by trained personnel, which rose from 86.3% in 1990 to 94.8% in 2004. It is worth highlighting, however, that in the Ngöbe Buglé Comarca or indigenous region, professional care during childbirth is barely 45.3%.

Mortality rates have been reduced significantly in the last fourteen years. Total mortality rate per 1,000 people decreased from 4.1% in 1990 to 3.5% in 2004. More access to health services, greater coverage of drinking water and sanitation facilities, as well as a major increase in the prenatal control and the vaccination programs are among the factors that explained this situation.

The leading causes of death at the nationwide level in 2003 were non-transmissible diseases such as malignant tumors (16.9%), accidental injuries and other violence (11.3%), cerebrovascular disease (10.5%), ischemic heart disease (10.0%) and diabetes mellitus (5.9%). These five causes accounted for 54.5% of all deaths.

In all age groups, with no exception, the male mortality is higher than female; being this difference more notorious in age groups of 75-79 years or older. The death by accidents, suicide, homicide and other violence is more associated to men, as result of their participation in higher-risk activities and violence situations.

Leading Causes of Death, by Sex: Year 2003
(Rates per 1,000 people)

Cause	Total		Men		Women	
	Nº	Rate	Nº	Rate	Nº	Rate
TOTAL	13,248	4.3	7,763	4.9	5,485	3.6
Malignant Tumors	2,239	0.7	1,239	0.8	1,000	0.6
Accidents, Suicides,						
Homicides and other violence	1,492	0.5	1,228	0.8	264	0.2
Cerebrovascular diseases	1,391	0.4	750	0.5	641	0.4
Ischemic heart diseases	1,319	0.4	769	0.5	550	0.4
Diabetes Mellitus	784	0.3	343	0.2	441	0.03
Chronic lower respiratory						
Diseases	534	0.2	306	0.2	228	0.1
Other heart diseases	510	0.2	289	0.2	221	0.1
HIV diseases	424	0.1	315	0.2	109	0.07
Pneumonia	377	0.12	205	0.13	172	0.12
Congenital malformations,						
deformities, chromosomal	358	0.12	198	0.13	160	0.11
Certain affections originated in						
the perinatal period	338	0.11	196	0.13	142	0.1
All the other diseases	3,482	1.1	1,925	1.2	1,557	1.0

Source: MINSA. Boletín Estadístico (Statistical Bulletin), 2003

Infant mortality has also decreased from 20 to 18 per 1,000 live births between 2000 and 2003. Among the factors that have led this decline in infant mortality rate are more access to child-mother attention, vaccination programs, professional care to delivery, and others.

Vaccination coverage: DPT, BCG, Polio and Measles vaccination coverage in children under one year of age have decreased.

Number of physician and hospital beds: It is noted that the number of physician per 10,000 people has risen from 2,748 in 1990 to 4,286 in 2004. However, the number of hospital beds per 1,000 people has decreased, which is associated with the trend toward preventive medicine and the reduction of hospital stay.

The main health services rendered by the Government are as follows:

- Environmental Health Surveillance, task performed through regular inspections to guarantee control over health risks generated by the environment.
- Provision of public health services to the population.
- Execution of programs on health damage and risks prevention, growth and development control coverage for Boys and Girls, vaccination coverage among children under 5 years old.
- Increased coverage of professional care during delivery, which was 91.6% in 1997.

The Public Policy Program of the present Government ⁵⁰, likewise proposes a reduction in infant mortality from 20.6 per thousand live births in 2005 to 15 in 2009.

⁵⁰ MEF. Visión Estratégica de Desarrollo Económico y de Empleo Hacia el 2009. Year 2005

[Nutrition Conditions]

Based on statistics from UNICEF⁵¹, at least one out of every 3 Panamanian children suffers from undernourishment, because of the poverty that strikes more than one million people. This international organization indicated that food deficit is very serious in indigenous areas, where 72.3% of children engaged in farming activities, suffer from this illness.

According to the information provided by the Social Policies Directorate of MEF, the chronic undernourishment prevalence in the country is 20.6%, while overall undernourishment is 6.8% and acute undernourishment is 1.3%. Data show that there is a strong correlation between poverty and child undernourishment. In this sense, the undernourishment problem has reached alarming levels in rural and indigenous areas in the country.

Prevalence of undernourishment in under-five children, by area and type

Area	Chronic 1/ undernourishment	Overall 2/ undernourishment	Acute 3/ undernourishment
Total Population	20.6	6.8	1.3
Urban	13.8	4.1	1.3
Rural	29.0	10.0	1.3
Rural non indigenous	18.5	5.6	1.4
Rural indigenous	56.6	21.5	1.2
Population in Poverty			
Total	29.8	10.7	1.7
Urban	22.5	8.0	2.1
Rural	33.8	12.3	1.6
Rural non indigenous	21.1	7.1	1.8
Rural indigenous	56.7	21.5	1.2
Population in Extreme Poverty			
Total	39.5	16.2	2.0
Urban	29.3	15.6	3.1
Rural	41.8	16.4	1.7
Rural non indigenous	25.8	10.4	2.2
Rural indigenous	57.9	22.5	1.3

Source: MEF. Living Standards Survey (LSMS), 2003

1/ moderate or serious insufficiency of height with respect to age or stunting.

2/ Under weight for their age.

3/ Under weight for their height.

When analyzing the undernutrition by area, it is noted that chronic undernutrition of children in the urban areas in poverty condition is 22.5% and in extreme poverty is 29.3%. To tackle this malnutrition problem, the Panamanian Government is conducting several programs, mainly in the poorest districts of the country, through various public institutions, as follows:

- MEDUCA carries out feeding programs such as Primary School Snacks, School Lunch (with the financial support of FIS), and School Health. Also it has production programs

⁵¹ [http://www.prensalatina.com.mx/Article.asp?ID=\(09B4F72E-91E1-44D6-965D-IIF8Ei..](http://www.prensalatina.com.mx/Article.asp?ID=(09B4F72E-91E1-44D6-965D-IIF8Ei..)

such as School Vegetable Garden, Chicken Farms, Aquaculture Farms and Integral Farms (in indigenous regions).

- MINSA carries out feeding programs such as the distribution of the Nutritional Cream (Nutricereal), Iron supplementation, and Vitamin A supplementation, mainly directed to undernourished children aged 6 months to 5 years. It has also implemented the PAISS Health Program, from 2003 to 2005, an IDB-loan project, directed to low income communities.

- MIDES has Community Dining Rooms in 10 places of the country.

- MIDA, through the World Bank Rural Poverty Fight Project (1997-2004), developed about 900 GRAPAS farms benefiting about 9,000 families in the Veraguas Province. Also, MIDA, jointly with First Lady's Office, will start in 2006, the Agro-ecological Organic Farms – United Families Project, including 40 rural and indigenous poorest districts.

- SENAPAN-MIDES-UNICEF jointly carry out the Food Stamp Pilot Project in the districts of Santa Fe (Veraguas) and Mironó (Ngöbe Buglé Comarca), starting from 2005.

With respect to these programs two things have to be highlighted. One is that in the SENAPAN Food Stamp Project and MIDA United Families Project, women are in the center of them because food stamp certificates will be drawn to their names and inputs provided will be managed by them.

The other important thing to mention is the creation of SENAPAN (National Secretariat of the Food Plan) adscribed to the Presidency, by Executive Decree No. 171 of 18th October 2004. This Secretariat is in charge of coordinating all the programs related to nutrition and food security, and it has access to the highest political decision levels.

[Family Planning]

Fertility is going down since four decades ago, and presently global rate is 2.39 live births per women. However, higher fertility rates still persist among groups of women from the poorest strata, with lower educational level, and among indigenous women. The latter have an average of 4.6 live births, in comparison with non-poor women in the urban areas, who have an average of 2.3 children.⁵²

Several institutions and organizations give support to family planning and responsible parenthood⁵³. In addition to providing various free family planning methods, MINSA and CSS give family orientation talks and training courses at schools. MEDUCA has guidebooks for teachers to talk about this topic in the classrooms. The First Lady's Office also gives some support by including in their programs the sexual and reproductive education component.

⁵² MEF. Living Standard Measurement Survey (LSMS), 1997

⁵³ CEASPA. Diagnóstico sobre Educación Sexual y Reproductiva y Paternidad responsable en Panamá.

APLAFA⁵⁴ is working to promote responsibility between men and women regarding sexual and reproductive health, as well as the reduction of STD infections, non-planned pregnancy, abortion or miscarriage, maternal mortality and infertility.

[HIV/AIDS]

As of September 2005, Panama had reported a total of 5,120 cases of AIDS at the national level, passing from an epidemic concentrated in certain groups considered as risky within the population into a generalized outbreak, where heterosexual/straight transmission prevails and where every day more women are affected. Of total cases registered, 24% corresponds to women⁵⁵. According to information from “Proyecto de Acción de SIDA para Centroamérica” (AIDS Action Project for Central America), the number of female cases is increasing as shown below:

**Comparison of AIDS cases in Panama:
Periods 1984-1993, 1994-2000a/ and year 2005**

	1984-1993a/	1994-2000a/	2005b/
Total	687	4,526	5,120
Men	578	3386	3,912
Women	109	1140	1,208
% Women	15.9%	25.2%	23.0%

Sources:

a/ PASCA. Situación del VIH/SIDA en Centroamérica – Información por País.

Available at : www.pasca.org/hograpicas/situacion.htm

b/ It refers to cumulative quantity from 1984 to September 2005, according to data provided by the Epidemiology Department of MINSA.

MINSA is presently carrying out several programs directed to the Prevention and Control of the STD/HIV/AIDS, including information, education and communication activities. The Project for the “Prevention of STD/HIV/AIDS in students of the region of San Miguelito, Las Cumbres y Chilibre” with the support of UNICEF, UNFPA and PROBISIDA, which include popular theater, school for parents, teacher’s guidebooks, and workbooks on sexual and reproductive, education of pairs (children teaching children), teaching of abilities for life, workshops for teachers and health service providers.

Also the “Consejo Empresarial para la Prevención del VIH/SIDA” (Business Enterprise Council for the Prevention of HIV/AIDS) is conducting a sensitization and training program for entrepreneurs and private sector workers. Among the care service activities stands out the decentralization of the Antiretroviral Therapy (ART).

⁵⁴ www.aplafa.org.pa/

⁵⁵ MINSA. Plan Estratégico Multisectorial de ITS/VIH/SIDA, 2003-2007

3-3 Agriculture, Forestry and Fisheries

Agriculture, Forestry and Fisheries

- 1) Women are barely represented in the agricultural work force (4.3% in 2004). They are concentrated in the non-economically active population, as housewives.
- 2) The extension activities are mostly shown in the group organization and training, where nearly 50% of participants are women.
- 3) The Panamanian Government is carrying out an extensive land-title awarding program; nonetheless, only 27% of these land titles are awarded to women.
- 4) The work performed by rural women usually passes unnoticed. However, the work done at home in rural areas is greater than in urban areas, because of the lack of basic services.
- 5) Chores like carrying water and firewood, taking care of vegetable gardens and minor animals, are combined with the rest of the domestic duties, which imply physical and health deterioration.

[Agricultural Policy and Gender]

Women have a very low participation in agricultural manpower. Only 4.9% of female occupation is explained by this sector in 2004, although it represents an improvement in relation to the 1995, when it was 3.2%. Rural women concentrated in the non-economically active population.

The Ministry of Agricultural Development (MIDA) is the institution responsible for the sector's policy, and the Women's Office in the Rural Women Section, of the National Directorate of Rural Development, is in charge of proposing women's support policies in this sector. Nevertheless, this minister has not explicitly defined a policy directed to incorporate women into rural development. The gender approach is only considered as a requirement in the projects financed by international organizations.

[Ownership of farming land and agrarian reform]

According to the 2001 Agricultural Census of the CGR, in the country there were a total of 164,312 farmers and only 68,152 female farmers. These data differ from the Household Survey conducted by the same office (CGR) which indicates that the latter underestimates the female participation in the labor market.

The land area belonging to men was 2,101,930.33 hectares, equivalent to an average size of 12.8 hectare per producer. In the case of women, they only owned 157,626.5 hectare, which indicate that the average size of their farm is 2.3 hectares. That is, rural women have access to properties of smaller size. With respect to title deeds, it is pointed out that in spite of the efforts made, in 2000 only 31.8% of land titles awarded belonged to women. However, this represents an improvement with respect to the 1988-1993 period, when it was only 27.8%. This situation constrains their opportunities for agricultural financing⁵⁶. Until 2004, according to the information given by MIDA, the situation remains unchanged.

⁵⁶ III Informe Nacional "Clara González". Situación de la Mujer en Panamá, 2000-2001, page 91

From September 1999 to 2004, a total of 26,391 land titles were awarded and of this 27.7% corresponded to women.

[Rural life and gender]

According to FAO⁵⁷, rural women in Panama carry out livestock and agricultural activities, such as poultry keeping and bovine cattle raising; cultivation of rice, maize especially in the post-harvest season; harvesting and selection of grains, among others. This study indicates that of the 48% of women working in the rural area, 16% receive some remuneration and the remaining 32% work without any remuneration.

Due to the fact that poverty affects two-thirds of rural population, rural women have smaller access to basic services (water, electricity, sanitation), as well as to health and education benefits.

One of the major advances is that potable water coverage has been expanded, situation that has reduced women's work at home and has also contributed to the improvement of their children's health.

[Extension Activities and Training for Women]

The Agricultural Strategic Plan 2004-2009 considers that technical assistance and agricultural extension constitute fundamental aspects to promote productivity and that technical assistance must be given from sowing time to harvesting season.

According to the Gender Unit and the "Programa de Mujer Rural" (Rural Women Program) of MIDA, this ministry has an aggressive program for the organization of farmers at the national level so that they can have access to training and financing programs. At present they have 127 organizations, with the participation of 2,739 men and 2,438 women. The Government's actions are directed to providing training in the field of organization, administration, project formulation, business management, self-esteem, gender, and human relations.

[Agriculture and Livestock Breeding]

According to FAO, in addition to domestic chores, women actively participate in agricultural and livestock-breeding activities, going through nearly all the production cycle. In spite of this, women perform these different roles in an unequal condition, because of both their poverty condition and their gender status, which limits their access to resources and land ownership.

It is also emphasized that Panamanian rural women's participation in agricultural and productive tasks is high. They work from very early in the morning until late at night. They participate in agricultural chores on basic grains plots. Their work in the vegetable garden is added to taking care of fruit trees as well as carrying water and firewood. Also, women

⁵⁷ FAO. La Mujer en la Agricultura, medio ambiente y producción rural, Panamá.

take care of and feed the cattle. The agricultural chores in which women have more participation are: land clearing, sowing and manual weeding, second fertilization and pest control, harvest and post-harvest.

[Forestry]

According to researches conducted by FAO, Panamanian rural women attend the plants and trees, collect firewood, and manage forest products, making many uses of them as food for human and animal consumption, as medicine, handicrafts and source of income for their family unit. It is underlined that because of cultural patterns, this work has not been visible, and has not been incorporated into statistical reports of the corresponding items either.

It is important to stress out that according to the 2000 Census, of a total of 681,799 housing units 119,206 used firewood for cooking, representing 17.5%, which is a high percentage, and implies that poor families in rural areas need to cut trees in order to meet their basic necessities, such as food and housing.

[Fisheries]

Fishing has been considered an activity for men. For 2004, men held 95% of the jobs created in this activity, situation that remains invariable since 1991.

According to the National Directorate of Aquaculture of MIDA, this institution is supporting the development of fishery organizations, in which about 30% of their members are women. Many of them are part of the Board of Directors, even as chairwomen; nevertheless, most of them are engaged in administrative and fish cleaning activities. Very few of them go fishing, but many accompany their husbands in their activities. On the other hand, the Panama Maritime Authority (AMP) is presently carrying out a project on Marine Resources and Support of the Development of Coastal Fishing financed by Taiwan. They have 16 organized groups. Women participate, although they actually do little work in the fishing activity.

3-4 Economic Activities

Economic Activities

- 1) The transformation of the economy has given rise to a demand for a better-trained, bilingual labor, where women can have access to better employment opportunities.
- 2) The reduction in the Government's participation in the economy has implied the loss of jobs, and has mostly affected women, since the employment created by the private sector is more directed to men.
- 3) 27.8% of female employment is found in the informal sector, facing bigger problems in the quality of their employment, compared to men, whose employment in the informal sector is 21.6%.

[Employment opportunities]

The sustained growth of the economy since 2002 and that was higher in 2004, has reduced unemployment levels, thus benefiting both men and women. The most dynamic sectors have been those linked to tertiary activities, particularly transportation and communications, in addition to tourism. New economic activities have been added to the traditional ones, which represent a constant demand for bilingual workers.

Although the situation of women in the labor market is still disadvantageous (smaller participation, lower salaries, lower-hierarchy positions), it has been noted that everyday more opportunities are arising for persons with high education levels, in which women have an advantage. This situation was observed in recent studies made in Call Centers, where women occupied nearly 50% of the operator and middle management positions. The knowledge of English as a requirement for getting this kind of jobs explains the situation.

It is also noted that in the country, some service activities characterized by a higher female employment have shown a greater dynamism in the last few years. Commerce, Tourism and private teaching have had a rapid growth and they are traditionally highly female-labor generating activities.

[Women workers in public and private sector]

In absolute terms, men have greater access to job opportunities in both the private and public sectors. The only exceptions are the domestic services. Proportionally, however, the employment in governmental institutions is very important since women occupy 48.8% of the jobs generated.

Employees by category of occupation and sex: Year 2004

Sector	Employment				Total	%
	Men	%	Women	%		
Government	97,197	12.6	92,780	21.9	189,977	48.8
Private	346,617	44.8	144,896	34.2	491,513	29.4
Own Account (Self-employed)	262,165	33.9	96,438	22.8	358,603	26.9
Unpaid Family Worker	27,705	3.6	21,816	5.2	49,521	44.3
Employer	32,497	4.1	6,224	1.5	38,721	16.1
Domestic Service	8,064	1.0	61,156	14.4	69,220	88.4
Total	774,245	100.0	423,310	100.0	1,197,555	35.3

Source: CGR - DEC. Encuesta de Hogares (Household Survey), year 2004. See www.contraloria.gob.pa

[Support system for women workers]

In Panama there is no public organization that exclusively supports female workers. Although there exist labor unions and other worker organizations, 78% of the leaders are men. It is worth noting that labor unions have created the so-called Women's Affairs Offices, but apparently, they did it on the request of ILO and for obtaining financial support; however, women's participation is still weak. As a matter of fact, the very Ministry of Labor (MITRADEL) has no Women's Affairs Office since the creation of MINJUMNFA, now MIDES, in 1997.

The childcare centers established by the Panamanian Government, as well as the Adult Health Day Care Centers subsidized by it, do represent an important help, since they promote women's participation in the labor market. However, the coverage of these centers is very low with respect to the population's needs, since on one hand, they are concentrated in Panama City and on the other, demand is much higher. This has resulted in the creation of private child centers, which are important, but are not financially accessible for the majority of female workers, because of their low salaries. For 2004, 14.4% of female employment corresponded to domestic service, activity of lower hierarchy, with very limited access to Social Security and without any stability. In fact, the Labor Code establishes that domestic servants must be on duty for their employer from 6 a.m. to 9 p.m.

Regarding the training programs carried out by MITRADEL and INAFORP, in both cases, more men are being benefited than women.

[Informal Sector]

According to MEF, informal workers are those who work on their own account (excepting professionals and technicians), family workers, those who work with no contract and no access to Social Security, and those who work in enterprises with less than 5 employees. The Rural Area is not included. The informal sector in Panama has tended to grow because the country's economic growth has not been sufficient to create the jobs demanded by the labor market. Women have been more affected, according to the data from the Household

Survey. In 2004, about 27.8% of women employed were inserted in the informal sector, compared to only 21.6% of men employed.

Employees in the Informal Sector, by Sex: Year 2004

	Men	Women	Total
Employed	774,245	423,310	1197,555
Informal non-agricultural Employed	166,985	117,604	284,589
% of informality	21.6%	27.8%	23.8%

Source: CGR - DEC. Encuesta de Hogares (Household Survey), year 2004. See www.contraloría.gob.pa

[Support for micro enterprises]

In Panama, the development of business activities is in charge of AMPYME. According to its Planning Directorate, they do not have available statistical data on the number of beneficiaries of the projects implemented by them; however, they indicated that they are sure that the majority are women. In the case of MITRADEL, this institution carries out training courses including self-management. .

Also, within the framework of the rural development projects executed by the Panamanian Government, micro-entrepreneurial/micro-business development project are being implemented, particularly for rural women. The Pro-Darien Program has carried out 16 pilot projects directed to women, including restaurant, grain pounding machine, sewing and school materials store, bakery, dry goods distributor, tourism, commerce, handicrafts commercialization, sugar cane processing, refreshment shop, fuel supplier, tourist cabin, and butcher's shop.

Another major financing program for micro-credits in the country is MICROSERFIN. According to this credit entity, they lend \$1.5 million on the average annually, and the average size of their loans is around \$1,500.00. Even though they do not have available figures on gender, the Project Manager estimates that the proportion is 50% for women. That is to say, of 1,000 loans annually, as an average, 500 are allocated to women. The manager explained that, in general, women are more responsible and have more initiative than men.

3-5 Political Participation

Political Participation

- 1) In 1999, Panama had its first female President of the Republic in history, and at present it has a female Prosecutor General and a female Chief Justice of the Supreme Court.
- 2) Although the law establishes a 30-percent female participation in the electoral lists and internal election positions, there is a small political participation of women.

[Popular election posts]

In 1999, Panama had the first woman serving as President of the Republic, for the first time in history. However, in spite of the higher levels of education and training obtained by women, the high-hierarchy positions in political institutions, public administration and private sector, education and culture, continue in the hands of men.⁵⁸

With respect to the Legislative Assembly or National Assembly of Deputies, women's participation is low. Although the 14.3% participation reached in 1999 is still low, this represented a progress because in 1948 there was only one woman and 41 men (2%).⁵⁹ Nevertheless, the present National Assembly increased the number of legislators or deputies from 72 to 78, of which only 13 are women (16.7%).

[Judiciary Branch]

In the Judiciary Branch, women have made significant progress. At present, the Prosecutor General or Attorney General of the Nation is a woman, and also the Supreme Court is chaired by a female Chief Justice. In addition, there is a remarkable participation of women in district attorney or public prosecutor and procurator positions. In 2002, of 136 public prosecutors and procurators, 43% were women.⁶⁰

⁵⁸ Informe Alternativo sobre el Cumplimiento en Panama de la Plataforma de Acción Mundial Beijing 1995, page 42.

⁵⁹ El Panama América Newspaper, 19 de junio de 2002, page A6.

⁶⁰ III Informe Nacional "Clara González", Situación de la Mujer en Panamá, 2000-2001. page 67

3-6 Domestic Violence and Gender

Domestic Violence and Gender

- 1) Lack of adequate registration makes it difficult to show the reality of violence in the country.
- 2) 76% of violence cases reported correspond to women.
- 3) The Government is looking for funds to implement the Plan against Domestic Violence in the country.

The information on violence against women in the country is not well processed in a way that statistical data can reliably reflect the evolution and actual number of persons affected. A numerous group of instances collect statistical data without having unified criteria in this regard⁶¹; in addition, they are aware that there exist an underreport because many women are afraid to report their cases. However, mass media inform of the existence of many forms of mistreatment. Among the most visible forms are rapes and physical abuse, including the death of the victims. Psychological mistreatment, which generally is not denounced, can be added to the list.

According to MIDES, during the first semester in 2003, Santo Tomas Hospital tended to 700 persons booked on suspicion of being victim of domestic violence. Of them, 76% or 532 were women between 35 and 49 years of age. The most frequent form of aggression was physical abuse, in 99.1% of the cases. In 75% of the cases, the aggressor was a man aged 35 to 49 years. The records of the offender also include drug consumption (3.0%), alcohol intake (14.0%) and a high 54.5% of “repetitive abuse”. Only 1.7% of the cases corresponded to “other causes”.⁶² The main weakness of the statistics is the result of an incipient articulation and poor coordination between governmental and non-governmental organizations that are in charge of the registration, processing and analysis of data and information.

⁶¹ The National Directorate of Women, the National Directorate of Family, the National Directorate for Disabled People, the National Directorate of Senior Citizens, the National Directorate of Children, the Ministry of Health, the Technical Judicial Police, CONADEC, the Judiciary Branch, the Santo Tomas Hospital, NGOs, Corregidurías or Municipal Courts, among others, keep records of cases.

⁶² MIDES, Plan Nacional contra la Violencia Doméstica y Políticas de Convivencia Ciudadana, (2004 - 2014)

4. On-going WID/Gender Projects

Project / Program	Implementing Organization	Donor Organization	Duration	Budget	Relative to Women	Location
Women / General						
Training for employment	FUNDAMUJER	Fundación Interamericana (Inter-American Foundation)	undefined	US\$ 75,762.00	Projects developed for women	At the national level
Health / Medicine						
Public Policies for the Prevention of Gender-based Violence in the Republic of Panama.	MIDES		One year	US\$ 50,000.00	Research and awareness - raising	Panama City, District of San Miguelito
Agriculture, Forestry and Fishery						
Project of School and Community Vegetable Gardens and Farms ("C.R.E.C.E")	First Lady's Office and MIDA			US\$175,000.00	Training and production exclusively for women	Colón
Santa Clara Farm	FUNDAMUJER	Citigroup	-	US\$ 29,610.00	Production and Training Project for women	District of Cañazas, Veraguas Province
Project Veranera 2	First Lady's Office, MIDA and the Office of Governors' Wives		5	US\$ 72,000.00	Personnel strengthening and development for the formulation and execution. of self-sustainable projects	Provinces of Chiriqui, Veraguas, Cocle and Herrera
Economic Activities						
Women-run Business Projects (such as Retail commerce, Restaurant, Handicrafts, etc.)	Pro-Darien Program	IFAD	-	About 15 projects with a total initial investment of US\$ 60,000.00	Formulated and executed by women	Darién
Formation of Female Micro-entrepreneurs	Centro de la Mujer Panameña (Panamanian Women's Center)	Latinoamerican Networks of Colombia	-	US\$ 20,000.00	Training on Gender	District of San Miguelito

5. WID/Gender Information Sources

5-1 List of Organizations/individuals related to WID/Gender

Name of Organization	Contact Person	Experience Gender	Reports/ Writers	Contact Address Tel./Fax/E-mail
Organization/individual who prepared the Profile				
Soluciones Integrales, S.A.	Ms Isabel Atencio Chairwoman	Consultantship in economic, social and gender issues.	Panama WID Profile for JICA Panama, 1997 Políticas conciliatorias de género (Conciliatory Gender Policies), 2005. Economía y Género en Panamá: Visibilizando la participación de las Mujeres (Economy and Gender in Panama: Making Women's Participation Visible) /coauthor	Panama City, Bethania, 75 Street, House 79 Tel. 278-0482 Fax 278-0483 solinte@sinfo.net
Government Organization				
MEDUCA, Oficina de la Mujer (Women's Office)	Ms. Jacqueline Candanedo, Director of Women's Affairs In charge of the Office of Women	In charge of promoting policies with gender approach within the organization.	Statistical Bulletin on Educational Situation according to sex	Panama City, Cárdenas area, Bldg. 6521, Third Floor. Directorate of Women's Affairs. Tel. 315-7397 jackie0624@hotmail.com
MIDES, Oficina de la Mujer (Women's Office)	Ms. Nischma Villarreal, Director of DINAMU In charge of the Office of Women	Responsible for the promotion of gender equity through the implementation of public policies directed to raise and improve women's conditions.	Informe Nacional Clara González, (Versión I, II, III) (National Report Clara Gonzalez- Versión I, II, III) Plan Nacional Acción de la Niñez y Adolescencia, 2003/2006 (National Plan of Action for Children and Adolescents 2003-2006) Política nacional a favor de las personas mayores en Panamá, 2003 (National Policy in favor of Senior Citizens in Panama, 2003) Plan Nacional contra la Violencia Doméstica y Política de Convivencia Ciudadana, en Panamá, 2004-2014.(National Plan against Domestic Violence and Citizen Coexistence Policy in Panama, 2004-2014, published in 2003)	Panama City. Ricardo J. Alfaro Av. Plaza Edison, Fourth Floor. DINAMU. Tel. 279-1532 or 279-0665 nischm@cwpanama.net

INAFORP, Oficina de la Mujer (Women's Office)	Ms. Deyra de González, Coordinator of the Women's Office	In charge of promoting gender approach in technical training	Statistical Bulletin according to sex.	Panama City, INAFORP, Tocumen Av. First Floor. Planning Directorate, Women's Office. Tel. 266-6682 deyra18@yahoo.com
University of Panama, IMUP	Ms. Lydia G. De Isaacs. In charge of the Office of Women	Promote research activities with gender approach within the University	NA	Panama City, Los Gemelos Bldg. Institute for Women. Tel. 223-4787 or 264-9951. imup1@ancon.up.ac.pa
University of Panama, IMUP	Ms. Luz Aleyda Terán Betancourt Specialist in Research with Gender Approach	Promote research activities with gender approach within the University.	Elaboremos Proyectos hacia la Igualdad (Let's elaborate Projects toward Equality). Co-author. Manual para la elaboración de proyectos con enfoque de género (Handbook for the elaboration of projects with Gender Approach), 1997.	Panama City. University of Panama, Faculty of Public Administration. Tel. 264-4805
University of Panama, IMUP	Ms. Briseida Allard, Specialist in Gender and Public Policies	Promote research activities with gender approach within the University	Políticas Públicas para la Equidad de Género (Public Policies for Gender Equality), 2001. Mujer y Poder (Women and Power) Edition I, 1992 and Edition II, 2003. Familia, Sociedad y Cultura (Family, Society and Culture), 1993.	Panama City. University of Panama. Tel. 235-9920 Briseallard@cableonda.net
University of Panama, IMUP	Ms. Urania Ungo, Specialist in Feminist Theory	Promote research activities with gender approach within the University	Para cambiar la vida. (For a change of life), 2003 Conocimiento, Libertad y Poder: Claves críticas en la teoría feminista (Knowledge, Freedom and Power: Key Critiques in Feminist Theory)	Panama City. University of Panama Dept. of Philosophy and Education Tel. 277-7890 uungo@hotmail.com
University of Panama, IMUP	Ms. Aracelly De León, Specialist in Gender and Economy	Promote research activities with gender approach within the University	Introducción al Enfoque de Género (Introduction to Gender Approach), 1999. Sistematización e Intercambio de Experiencia generadas por el Movimiento de Mujeres en Panamá (Systematization and Exchange of Experience produced by Women's Movement in Panama), 1990	University of Panama, Faculty of Economics. Tel. 230-2223 Adeleon@cwpanama.net

Universidad de las Américas (UDELAS), Oficina de la mujer (Women's Office)	Ms. Nicolasa Terreros, Specialist in Gender, Society and Violence	Promote research activities with gender approach within the University	National Report Clara González II / co-author	Panama City, Clayton. UDELAS. Tel. 315-1024. 6578-0874 nterrerosb@yahoo.com
Judiciary Branch, Oficina de Género (Office of Gender)	Ms. Angela Ruso, Specialist in Family Issues	In charge of promoting the inclusion of gender perspective in public policies.	Cuando el Amor Termina (When Love Ends), 1995	Tel. 212-7412 Angelaruso@cableonda.net
Internacional Organization				
UNDP, Proyectos de mujer (Projects for Women)	Ms. Maribel Landau, Program Officer	Promote researches related to gender in the country	<p>Financing of the Study on Economy and Gender in Panama: Making Women's Participation Visible.</p> <p>Financing of Human Development Report, 2002.</p> <p>Financing through UNFPA of the Study on National Policy in favor of Senior Citizens in Panama.</p> <p>Financing through UNICEF of National Plan of Action for Children and Adolescents 2003-2006</p> <p>Financing of various versions of the National Report Clara González.</p> <p>Políticas Públicas para la Equidad de Género: Una propuesta del Movimiento de Mujeres en Panamá (Public Policies for Gender Equity: A proposal of the Women's Movement in Panama), 2001</p>	Panama Clayton, City of Knowledge. Tel. 302-4612 or 302-4546 maribel.landau@undp.org.pa
UNDP, Oficina de la Mujer (Women's Office)	Ms. Daira Dawson, Specialist in Violence and Sexual Abuse issues	Promote researches related to gender in the country (equality, violence, sexual and reproductive health, public policies)	<p>Ayuda y a quien ayuda (Help and who is helped), 2000</p> <p>Inocencia Mutilada (Mutilated Innocence), 2002.</p>	Panama City, Clayton. City of Knowledge, Bldg. 155 Tel. 302-4696 Daira.dawson@un.org.pa
FAO, Departamento de Mujer Rural (Department of Rural Women)	Mr. Merillo Morel, Chief	Analyze the situation of rural women in Latin America	NA	Panama La Boca Williamson Place Street, House 0760 B. Tel. 314-0255 faopanama@cwpanama.net

ILO International Program for the Eradication of Child Labor (IPEC)	Ms. Briseida C. Barrantes Cedeño Expert in Economic Development with Gender Perspective. (Poverty, Working Women).	Analyze the problems connected with child labor in Panama	First Child Labor Survey in Panama, 2003. National Report on the results of the Child Labor Survey in Panama, 2003. Estado de la Equidad de Género en la Universidad de Panamá (State of the Gender Equality at the University of Panama), 2002. / Barrantes Diez Años de Política de las Mujeres en Panamá (Ten Years of Policy for Women in Panama), 2004 /Barrantes, Arce and others	Panama City, Samuel Lewis Galindo Avenue, Omega Building. Sixth Floor. Tel. 264-1691. 6579-6091 bbarrantes@oit.ipecc.org.pa
NGOs				
CEASPA	Mr. Raúl Leis, Chairman	In charge of researches in the social field, especially on gender.	Mujeres Líderes para la Construcción de la Democracia y el Desarrollo (Leader Women for the Building of Democracy and Development)	Panama City, Vía Cincuentenario, Av. Building 84. Tel. 226-6602 or 226-5320 ceaspa@cwpanama.net
CEASPA, Social Research Area	Ms. Mariela Arce Specialist in Gender-Approach Development Projects and Public Policies	In charge of researches in the social field, especially on gender.	Políticas Públicas para la equidad de género (Public Policies for Gender Equality), 2001. Diez Años de Política de las Mujeres en Panama (Ten Years of Policy for Women in Panama), 2004. /Arce, Barrante and others	Panama City, Vía Cincuentenario Av., Building 84. Tel. 226-6602.or 226-5320. Ceaspa@cwpanama.net
CEALP	Ms. Nidia Martínez, Chairwoman	Conduct research on gender in Panama	NA	Panama City, Vía España Av., Brasilia Bldg., 2nd floor, office 9b. Tel. 263-1970 or 264-6529
CEMP	Ms. Cecilia Moreno, Chairwoman	In charge of promoting financing of projects and their implementation.	NA	Panama City Tel. 235-1350. cemp76@hotmail.com
CAMM	Ms. Rebeca Murillo, Chairwoman	In charge of carrying out researches on domestic violence and supporting women involved in violence problems	NA	Panama City, Circunvalación Street, Paraíso, San Miguelito Tel. 267-0770 or 261-5467 camm@cableonda.net

CREDIMUJER	Ms. Fátima Tudisco	Conduct training and manage micro-credits to women at the national level	NA	Panama City, Via Justo Arosemena Av. And 41 Street, Bella Vista. Tel 225-2037 credimujer@hotmail.com
FUNDAMUJER	Mrs. Mercedes Eleta de Brenes, Chairwoman	Conduct training on women's education and promotion	NA	Panama. Roberto López Fábrega Street, Bldg. 0419. Tel. 262-1066, 262-1855 fmujer@pananet.net
Consultants				
Free lance Consultant	Ms. Alibel Pizarro	Specialist in violence, sexual and reproductive health issues	La Ineludible Corriente (The Ineludible Current), 2000.	Panama City, Vía Cincuentenario Av., Building 84. Tel. 226-6602 alipizarro@cwpanama.net
Free lance Consultant	Ms. Sonia Enriquez	Coordinator of Indigenous Women at local and international level.	NA	Panama City, Banco Nacional Building. 8 th Floor. Tel. 227-4138 Conamuip@cableonda.net
Free lance Consultant	Ms. Silma Pinilla	Conduct research on gender. Gave support to the PROIGUALDAD Program in Panama	Panama WID Profile for JICA Panama, 1997 /co-author Gender Assessment for USAID/Panama, April 2004 /co-author	Panama City, Ricardo J. Alfaro, Av., Buena Ventura, Bldg, 3rd Floor, office 113. Tel. 260-3964 or 269-8959 spinilla@sinfo.net
Free lance Consultant	Ms. Gladys Miller	Consultant in the field of family issues	NA	Panama City, Obarrio, Plaza Nelson, Office 1-3. Tel. 223-5220, 223-3693 cefa@pa.iner.net

5-2 List of reports and references related WID/Gender

Title	Publisher	Year	Where to get
Education and Training			
“Estadísticas Educativas 2004”	MEDUCA	2004	Cárdenas, Building 6521 First Floor. Department of Statistics
“Estadísticas Educativas 2003”	MEDUCA	2003	Cárdenas, Building 6521 First Floor. Department of Statistics.
Health and Medicine			
Plan Estratégico Multisectorial de ITS/VIH/SIDA	MINSA, General Directorate of Public Health	2003	Corregimiento of Ancón. Gorgas Av., Bldg. 265, Second Floor. National Program of STD/HIV/AIDS
Estadística Panameña. Situación Social. Servicios de Salud	CGR - DEC	2002	Department of publications 2nd floor, P.O. Box 0816-01521 Panama, Republic of Panama
Boletín Epidemiológico, Volumen XXV No. 1, 2, 3. Meningitis por Haemophilus Influenzae Tipo b, en la República de Panamá, Años 1998-2000	MINSA	2001	Corregimiento of Ancón. Gorgas Av., Bldg. 265, Second Floor. National Program of STD/HIV/AIDS
Boletín Epidemiológico, Volumen XXIV No. 1,2,3,4. Disponibilidad de Calorías, Proteínas y Grasas en la República de Panamá	MINSA	2000	Corregimiento of Ancón. Gorgas Av., Bldg. 265, Second Floor. National Program of STD/HIV/AIDS
Social/Gender Analysis			
Mapeo de la Institucionalidad Nacional Vigente en el Ámbito Económico y de Género	MIDES	2005	Ricardo J. Alfaro Av., Plaza Edison, Fourth Floor. DINAMU.
Economía y Género en Panamá: Visibilizando la Participación de las Mujeres	UNDP	2005	Clayton, City of Knowledge, Building 155.
Mujeres Trabajadoras en Panamá	MITRADEL	2005	Ricardo J. Alfaro Av. Plaza Edison. Fourth Floor. IPEL
Diez Años de Políticas de las Mujeres en Panama 1992-2002	UMIP	2004	UP. Los Gemelos Building. UMIP
Plan Nacional contra la Violencia Doméstica y Políticas y Convivencias Ciudadana	MIDES	2003	Ricardo J. Alfaro Av., Plaza Edison, Fourth Floor. DINAMU.
Políticas Públicas para la Equidad de Género: Una Propuesta del Movimiento de Mujeres en Panama	UMIP	2001	UP. Los Gemelos Building. UMIP
III Informe Nacional “Clara González”: Situación de la Mujer en Panama 2000-2001	MIDES	2000-2001	Ricardo J. Alfaro Av., Plaza Edison, Fourth Floor. DINAMU
Asistencia Técnica sobre Políticas Públicas con Perspectiva de Género	MIDES	2000	Ricardo J. Alfaro Av., Plaza Edison, Fourth Floor. DINAMU
II Informe Nacional “Clara González”: Situación de la Mujer en Panama 1999	MIDES	1999	Ricardo J. Alfaro Av., Plaza Edison, Fourth Floor. DINAMU
CONAMU. Memoria 1996 - 1999	MIDES		Ricardo J. Alfaro Av., Plaza Edison, Fourth Floor. DINAMU

Others			
Cifras Estimadas del Producto Interno Bruto de la República de Panamá	CGR - DEC	2005	Balboa Avenue, CGR Building, 2nd floor, Department of Publications, Panama City
Panamá en Cifras	CGR - DEC	2004	Balboa Avenue, CGR Building, 2nd floor, Department of Publications, Panama City
Estadística Panameña. Situación Social. Estadística del Trabajo. Empleo: Sector Público y Privado. Volumen II.	CGR - DEC	2003	Balboa Avenue, CGR Building, 2nd floor, Department of Publications, Panama City
Estadística Panameña. Situación Económica. Hacienda Pública	CGR - DEC	2001-2002	Balboa Avenue, CGR Building, 2nd floor, Department of Publications, Panama City
Estadística Panameña. Situación Social. Estadística del Trabajo. Encuesta Continua de Hogares. Volumen I.	CGR - DEC	2002	Balboa Avenue, CGR Building, 2nd floor, Department of Publications, Panama City
Informe sobre Desarrollo Humano Mundial	UNDP	2005	www.undp.org/
Encuesta de Niveles de Vida 1997 y 2003	MEF	2001 y 2005	Vía España Av., Ground Floor, Directorate of Social Policies

6. References

Title	Author	Year	Publisher
Education and Training			
“Estadísticas Educativas 2004”	MEDUCA	2004	MEDUCA
“Estadísticas Educativas 2003”	MEDUCA	2003	MEDUCA
Health and Medicine			
Plan Estratégico Multisectorial de ITS/VIH/SIDA	MINSA, General Directorate of Public Health	2003	MINSA, General Directorate of Public Health
Estadística Panameña. Situación Social. Servicios de Salud	CGR - DEC	2002	Balboa Avenue, CGR Building, 2nd floor, Department of Publications, Panama City
Boletín Epidemiológico, Volumen XXV No. 1,2,3. Meningitis por Haemophilus Influenzae Tipo b, en la República de Panamá, Años 1998-2000	MINSA	2001	MINSA
Boletín Epidemiológico, Volumen XXIV No. 1,2,3,4. Disponibilidad de Calorías, Proteínas y Grasas en la República de Panamá	MINSA	2000	MINSA
Social/Gender Analysis			
Mapeo de la Institucionalidad Nacional Vigente en el Ámbito Económico y de Género	Juana de Dios Camargo G.	2005	-
Economía y Género en Panamá: Visibilizando la Participación de las Mujeres	Maribel Landau y otras autoras	2005	-
Mujeres Trabajadoras en Panamá	Aracelly De León de Bernal, Nicolasa Terreros Barrios	2005	-
Diez Años de Políticas de las Mujeres en Panama 1992-2002	Luz Aleyda Terán, Mariela Arce, Ysela Alaníz de Chiari, Briseida Barrantes, Argelia González	2004	-
Plan Nacional contra la Violencia Doméstica y Políticas y Convivencias Ciudadana	MIDES	2003	-
Políticas Públicas para la Equidad de Género: Una Propuesta del Movimiento de Mujeres en Panama	Ysela Alaníz Chiari, Mariela Arce, Ileana Golcher, Briseida Allard, Urania Ubago	2001	-
III Informe Nacional “Clara González”: Situación de la Mujer en Panama 2000-2001	Nicolasa Terreros, Aracelly de León, Noemi Farinoni y otras autoras	2000-2001	-
Asistencia Técnica sobre Políticas Públicas con Perspectiva de Género	María Bustelo Ruesta	2000	-

II Informe Nacional “Clara González”: Situación de la Mujer en Panama 1999	Urania Ungo, Briseida Barrantes, Jesús López, Nischma Villareal y otras autoras	1999	-
Consejo Nacional de la Mujer. Memoria 1996 – 1999	Urania Ungo, Bienvenida Escobar, María Antonieta Adames, Briseida Barrantes y otras autoras		-
Others			
Cifras Estimadas del Producto Interno Bruto de la República de Panamá	CGR - DEC	2005	CGR, Information Department
Panamá en Cifras	CGR - DEC	2004	CGR, Information Department
Estadística Panameña. Situación Social. Estadística del Trabajo. Empleo: Sector Público y Privado. Volumen II.	CGR - DEC	2003	CGR, Information Department
Estadística Panameña. Situación Económica. Hacienda Pública	CGR - DEC	2001-2002	CGR, Information Department
Estadística Panameña. Situación Social. Estadística del Trabajo. Encuesta Continua de Hogares. Volumen I.	CGR - DEC	2002	CGR, Information Department
Informe sobre Desarrollo Humano Mundial	UNDP	2005	-
Encuesta de Niveles de Vida 1997 y 2003	MEF	2001 y 2005	-

7. Definitions

<Technical Terms>

Affirmative action

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past.

Informal sector

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping. According to MEF, informal workers are those who work on their own account (excepting professionals and technicians), family workers, those who work with no contract and no access to Social Security, and those who work in enterprises with less than 5 employees. The Rural Area is not included.

National machinery

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

Extreme poverty line

Level of per capita annual consumption required to satisfy the minimum average daily caloric requirement of 2,305. In the case of Panama, the annual cost of this minimum caloric requirement yields an extreme poverty line of U\$519 for 1997 and \$534 for 2003. Below this level of expenditures, individuals cannot maintain the minimum level of caloric consumption even if all resources were allocated to food. People below this line are considered in situation of Extreme Poverty. (See World Bank and MEF-LSMS)

Full poverty line

It is defined as the extreme poverty line (the cost of the minimum caloric requirement) plus an allowance for non-food items (housing, health, education, clothing, transport and others). This allowance is calculated as the non-food budget share of those individuals with total consumption that is close to the extreme poverty line. It is assumed that, since these individuals would barely meet the minimum caloric requirements even if they spent all of their resources on food, whatever share of total consumption they actually allocate to non-food consumption must constitute true necessities. The analysis found that the non-food share for individuals near the extreme poverty line was 43 percent. In the case of Panama, this method yields a full poverty line of US\$ 905 for 1997 and \$953 for 2003, below which individuals would be considered poor. People below this line are considered in situation of Full or Overall Poverty. (See World Bank and MEF-LSMS)

Malnutrition

The condition that develops when the body does not get the right amount of the vitamins, minerals, and other nutrients it needs to maintain healthy tissues and organ function. Malnutrition occurs in people who are either undernourished or over-nourished. (See HON).

Undernutrition or Undernourishment

Undernutrition is a consequence of consuming too few essential nutrients or using or excreting them more rapidly than they can be replaced. (See HON)

Undernourishment can be Chronic: moderate or serious insufficiency of height with respect to age; Global: Under weight for their age; or Acute: Under weight for their height.

Overnutrition

Overnutrition results from eating too much, eating too many of the wrong things, not exercising enough, or taking too many vitamins or other dietary replacements. (See HON). It can lead to overweight or obesity.

Reproductive health/rights

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

<Indicators>

♦ **Socioeconomic Profile**♦ **Economic Indicators****GNI/capita (US\$)**

GNI per capita (US\$) is GNI divided by mid-year population. Data are in current US dollars.

GNI (Gross National Income) is the sum of value added by all resident producers in the economy plus any product taxes (less subsidies) not included in the valuation of output plus net receipts of primary income (compensation of employees and property income) from abroad. Value added is the net output of an industry after adding up all outputs and subtracting intermediate inputs.

Growth rate of real GDP

It is a measure of the annual percent change in the level of production achieved in a given country (i.e. Panama) or GDP in constant price.

GDP (gross domestic product) is the sum of value added by all resident producers in the economy plus any product taxes (less subsidies) not included in the valuation of output. It is calculated without making deductions for depreciation of fabricated capital assets or for depletion and degradation of natural resources. Value added is the net output of an industry after adding up all outputs and subtracting intermediate inputs.

Real GDP is the constant price GDP or GDP adjusted by inflation rate or implicit deflator.

GDP Implicit deflator

Inflation rate calculated by dividing, for each year of period in question, the value of GDP in current market prices by the value of GDP in constant market prices, both in national currencies. GDP deflator is used instead of inflation rate.

Gini index

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

Aid/GNI

Refers to Net Official Development Assistance (ODA) disbursed as % of GNI.

Official development assistance (ODA), net Disbursements of loans made on concessional terms (net of repayments of principal) and grants by official agencies of the members of the Development Assistance Committee (DAC), by multilateral institutions and by non-DAC countries to promote economic development and welfare in countries and territories in part I of the DAC list of aid recipients. It includes loans with a grant element of at least 25% (calculated at a rate of discount of 10%). (See UNDP)

♦ Demographic Indicators**Total (millions)**

Refers to the total population, or all people estimated to be residing within the country at a given year.

% of female population

Percentage of total population who are women.

% of urban population

Percentage of total population who are residing in cities or urban areas.

Population growth rate

Refers to the average annual exponential growth rate for the period or year indicated.

Total fertility rate

Average number of children whom a woman delivers in all her life.

Life Expectancy (at birth)

The number of years newborn children would live if subject to the mortality risks prevailing for the cross-section of population at the time of their birth. It is calculated for men (male) and women (female).

Public Sector Expenditures to sectors

Health includes expenditures of Ministry of Health and Social Security Agency, excluding environmental sanitation which was included in Basic Services and Housing Expenditure.

Education includes expenditures of Ministry of Education, INAFORP and Public Universities.

Social Welfare refers to expenditures on labor and social security including the Ministry of Labor, Professional risk, pensions and retirement payments, assistance to the elderly and the disabled, protection of minors.

Industry/GDP

Refers to percentage of contribution to GDP of sectors indicated (Agriculture, Industry, Service).

✦ Labor Indicators

EAP Total No.

Refers to Total Economically-Active Population (EAP) or labor force, which is all people (aged 15 years and over in the case of Panama), who supply labor for the production of goods and services during a specified period. It includes both the employed and unemployed. (See PAHO)

Unemployment

Refers to all people above a specified age (i.e. 15 years old in the case of Panama) who are not in paid employment or self-employed, but are available for work and have taken specific steps to seek paid employment or self-employment. (See PAHO) In the case of Panama, it also refers to all people who has no occupation during the reference week of the survey and are seeking job, including those who have look for employment before, those who are seeking their first employment, those who have looked for a job within three months prior to the reference week of the survey, those who have sought before, and are waiting for an answer, not seeking job during the reference week, but consider that it is impossible to look for employment.

Unemployment rate

The unemployed population divided by the EAP or labor force (those employed plus the unemployed) in percentage terms.

Minimum wage

It refers to the lowest remuneration that the private enterprise or individual is compelled by Law to pay to workers, according to the specific region, enterprise-size and activity.

Proportion of workers

Number of people employed in the specified sector (Agriculture, Industry or Service) and sex (Male or Female) divided by total employed population.

Women in decision-making

Percentage of women holding decision-making post as Member of National Assembly of Deputies, State Minister, Deputy State Minister, Managers and Technicians.

Law for Women

Law in favor of women development, promotion, and protection, and gender equality.

Ratification and signature of international law for women

International laws in favor of women signed and ratified by the National Government.

Policy of WID

Public policies in favor of the promotion of Women in Development and gender equality.

Governmental organization of WID

Governmental organization that composed the National Machinery implementing activities and policies to promote women in development and gender equality.

♦ Health profile**No. of physicians (per 10,000 people)**

The number of physicians available per every 10,000 inhabitants, in the given year, for a given country, territory, or geographic area (i.e. the Republic of Panama). (See PAHO)

No. of Hospital Beds (per 1,000 people)

The number of beds available in the hospitals per every 1,000 inhabitants, in the given year, for a given country, territory, or geographic area (i.e. the Republic of Panama).

Public expenditure on health (% of GDP)

The value of the sum of public expenditures on health care goods and services for a given national economy, at a given period in time, usually a year, expressed as a percentage of the corresponding gross domestic product (GDP). Health expenditure includes the provision of preventive and curative health services, public health affairs and services, health applied research, and medical supply and delivery systems, but it does not include provision of water and sanitation. (See PAHO) In the case of Panama includes expenditures of Ministry of Health and Social Security Agency.

Mortality rate, Infant (per 1,000)

The quotient between the number of deaths among children under one year of age in a given year and the number of live births in that year, for a given country, territory, or geographic area (i.e. the Republic of Panama), expressed per 1,000 live births, as reported by the national health authority (i.e. MINSA). (See PAHO)

Mortality rate, Under-5 (per 1,000)

The quotient between the number of deaths among children under 5 year of age in a given year and the number of live births in that year, for a given country, territory, or geographic area (i.e. the Republic of Panama), expressed per 1,000 live births. (See PAHO)

% of the vaccinated (1-year-old children) BCG, DPT, Polio and Measles

The number of children who, before or on completing their first year of life, have received one dose of vaccine against tuberculosis (BCG), three doses of DPT (diphtheria, pertussis, and tetanus), three doses of live oral poliomyelitis vaccine (Polio or OPV), or one dose of vaccine against measles, expressed as a percentage of the corresponding mid-year population, for a specific year, in a given country, territory, or geographic area (i.e. the Republic of Panama). (See PAHO)

◆ Family Planning

Contraceptive prevalence rate

The number women aged 15 to 49 years who use any type of contraceptive method, at a specific point in time, expressed as a percentage of the corresponding mid-year population, for a given year, in a given country, territory, or geographic area (i.e. the Republic of Panama). Contraceptive methods include female and male sterilization, injectable and oral contraceptives, intrauterine devices, diaphragms, spermicides, condoms, rhythm method and withdrawal. (See PAHO)

Births attendance rate

The number of deliveries assisted by trained personnel (i.e. doctors, nurses, midwives, trained health personnel, or trained traditional midwives) in a specific year, regardless of their site of occurrence, expressed as a percentage of the total number of births in that same year, in a given country, territory, or geographic area (i.e. the Republic of Panama). Trained personnel are those with acquired ability to provide the necessary supervision, care, and advice to women during pregnancy, labor and puerperium, to conduct deliveries, and to care for the newborn and infant. (See PAHO)

Maternal mortality rate

The quotient between the number of maternal deaths in a given year and the number of live births in that same year, expressed by 100,000 live births, for a given country, territory, or geographic area, as reported from the national health authority. Maternal death is defined as the death of a woman while pregnant or within the 42 days after termination of that pregnancy, regardless of the length and site of the pregnancy, due to any cause related to or aggravated by the pregnancy itself or its care but not due to accidental or incidental causes. (See PAHO)

Age at first marriage (years old)

Average age of women or men when married for the first time.

Total fertility rate

The number of children that would be born to each woman if she were to live to the end of her child-bearing years and bear children at each age in accordance with prevailing age-specific fertility rates. (UNDP)

◆ HIV/AIDS

The number of new cases of Acquired Immunodeficiency Syndrome (AIDS) registered by sex in a specific year for a given country, territory, or geographic area (i.e. the Republic of Panama). (See PAHO)

HIV/AIDS - % age 15-49

Percentage of people aged 15 to 49 years, reported as new cases of AIDS, for a given year.

HIV/AIDS - Women (No. of age 15-49)

Number of women aged 15 to 49 years, reported as new cases of AIDS for a given year.

◆ Nutrition

% of infants with low birth weight

The rate of newborn children weighing less than 2,500 grams per 1,000 live births for a given year, in a given country, territory, or geographic area. Weight should be taken at the time of birth or within the first hours of life, before significant postnatal weight loss occurs. It is expressed as a function of live births per year. (See PAHO)

Oral Rehydration Therapy (ORT) use rate

The rate of using oral rehydrate salt or substitute solution for under-1 infants having diarrhea.

◆ Community health service

Access to safe water

Proportion of population with sustainable access to an improved water source, in a given year, expressed as a percentage of the corresponding population of that year, in a given country, territory, or geographic area. Access to safe drinking water sources is defined by the availability of at least 20 liters of water per person per day from a source within 1 kilometer of walking distance. Improved drinking water sources are: household connection, public standpipe, borehole, protected dug well, protected spring, and rainwater collection. Unimproved drinking water sources are: unprotected well, unprotected spring, rivers or ponds, vendor-provided water, bottled water, tanker truck water. Bottled water is not considered improved due to limitations in the potential quantity, not quality, of the water. Urban and rural area according to countries' own working definition. (See ECLAC and PAHO)

Access to adequate sanitation

Proportion of population with access to improved sanitation, in a given year, expressed as a percentage of the corresponding population of that year, in a given country, territory, or geographic area. Excreta disposal systems are considered adequate if they are private and if they separate human excreta from human contact. Improved sanitation facilities are: connection to a public sewer, connection to a septic system, pour-flush latrine, simple pit latrine, ventilated improved pit latrine. Unimproved sanitation facilities are: public or shared latrine, open pit latrine, and bucket latrine. Urban and rural area according to countries' own working definition. (See ECLAC and PAHO)

◆ Education Profile

Education system (years) – compulsory and primary

-Compulsory: Number of school grades that children must attend classes. In the case of the Republic of Panama, there are 11 free and compulsory years including: 2 years of pre-school or pre-primary education, 6 years of primary education, and three years of pre-secondary education or junior high school.

-Primary: Number of school grades in primary education.

Public Expenditure on education (as % of) - GDP and gov. expenditure

Public education expenditure Includes both capital expenditures (spending on construction, renovation, major repairs and purchase of heavy equipment or vehicles) and current expenditures (spending on goods and services that are consumed within the current year and would need to be renewed the following year) It covers such expenditures as staff salaries and benefits, contracted or purchased services, books and teaching materials, welfare services, furniture and equipment, minor repairs, fuel, insurance, rents, telecommunications and travel. (See UNDP). In the case of Panama, it includes expenditures of Ministry of Education, INAFORP and Public Universities. It is expressed as percentage of both Gross Domestic Product and total government expenditure

Adult literacy rate

The percentage of people aged 15 and above who can, with understanding, both read and write a short, simple statement related to their everyday life. (See UNDP). The rate is given for total, male, and female population.

♦ Enrollment ratio**Enrolment ratio, gross**

The number of students enrolled in a level of education, regardless of age, as a percentage of the population of official school age for that level. The gross enrolment ratio can be greater than 100% as a result of grade repetition and entry at ages younger or older than the typical age at that grade level. (See UNDP).

Enrolment ratio, net

The number of students enrolled in a level of education that are of official school age for that level, as a percentage of the population of official school age for that level. (See UNDP).

Female Ratio of Higher Education

The share of female tertiary students enrolled in Education, Agriculture, Engineering and Technology, Medicine and Natural Sciences programmes at such institutions as universities, teachers colleges and higher level professional schools.

Education levels: In Panama, they are categorized as First Level of Teaching or General Basic Education (including Pre-school or Pre-primary, Primary, and Pre-middle or Pre-Secondary education), Second Level of Teaching or Middle Education (Secondary Education) and Third Level of Teaching or Higher Education (tertiary or post-secondary).

- **Pre-school or Pre-primary education** is provided at such schools as kindergartens and nursery and infant schools and is intended for children not old enough to enter school at the primary level. (See UNDP). In the case of Panama, pre-school education is for children aged 4 to 5, with a duration of 2 years of study.

- **Primary education** provides the basic elements of education at such establishments as primary and elementary schools. (See UNDP). In the case of Panama, primary education is for children aged 6 to 11, with a duration of 6 years of study.

- **Pre-middle or Pre-Secondary education:** provides general or specialized instruction based on previous education at the first level. In the case of Panama, Pre-middle education is for children aged 12 to 14, with a duration of 3 years of study
- **Secondary or Middle education** provides general or specialized instruction, or both, at such institutions as middle schools, secondary schools, high schools, teacher training schools at this level and vocational or technical schools. (See UNDP) In the case of Panama, secondary education is for youngsters aged 15 to 17, with a duration of 3 years of study
- **Tertiary or Higher education** (university and non university): refers to education at such institutions as universities, teachers colleges and higher level professional schools—requiring as a minimum condition of admission the successful completion of education at the second level or evidence of the attainment of an equivalent level of knowledge. (See UNDP)

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