

PANAMA REGULATES PATERNITY LICENSE

Executive Decree No. 83 of December 27th, 2017 was recently published and regulates paid paternity license for male workers of private and public companies.

The license is for three working days from the birth of their children and can only be granted to the employee once a year.

The regulation includes the rights and duties of the employee or public officer, so they can enjoy this benefit, which are:

1. Declare in the work contract (or personal data form) the name of the wife or partner. It is up to the companies to update their workers data periodically.
2. If at the time of the birth of the descendant, the employee or public officer is currently in vacations, hospitalized or disabled, the three working days of paternity leave are counted after the previous term ends.
3. At the time of reintegration, the employee must present the birth certificate issued by the Civil Registry Office of the Electoral Tribunal that accredits him as the child's father.

It is important to mention that paternity leave is considered effective work time, so it must be considered when computing the salary, acquired rights and other labour benefits.

For more information about paternity licence, do not hesitate to contact us.



MARÍA ELENA MORENO
Associate
maria.moreno@ariaslaw.com