



2.5 GENDER PAY EQUITY

According to the Organization for Economic Cooperation and Development¹ in 2017 stated that “income inequality and gender gaps remain high because female labor force participation is lagging.” Also, OECD claims that Mexico still has a long way to go to reach gender equity² “Mexico continues to have one of the largest genders employment gaps in the OECD, with harmful consequences for economic growth.” Among women who do work, many hold informal jobs with little social protection and low pay.

Revitaliza Consultores is a company strived to change the Construction Industry in several aspects, one is related to gender equality. Since the Construction Industry in Mexico is a male-dominated one, we are devoted to making the change by hiring women for the different positions within the company. The General Manager and Founder is run by a woman, as well as an outstanding 80% of female take over the top management positions.

Gender Diversity according to working positions (2018)

Working Positions	Female		Male	
	Absolute	%	Absolute	%
Top Management (Area Directors)	4	80%	1	20%
Senior Consultants	1	33%	2	67%
Junior Consultants	7	64%	4	36%
Administration	4	80%	1	20%
Associates	2	50%	2	50%
Operation Assistance	3	100%		
Total	21	69%	10	31%

Note: General Director and Founder is exempt.

¹ <https://www.oecd.org/eco/surveys/Mexico-2017-OECD-economic-survey-overview.pdf>

² <https://www.oecd.org/mexico/Gender2017-MEX-en.pdf>

Revitaliza Consultores is committed and demonstrates that has a working gender equity pay scale program. Also, the organization establishes payment-ranges defined by level of experience, responsibilities and years of service, as it can be observed in the Administration Area which is the only one that functions within a hierarchical structure, but it does not show a relevant variance.

In Revitaliza Consultores there is no variance between women and men in the pay scale, because women and men earn the same for performing the same position, as it can be demonstrated in areas like Senior Consultants and Associates.

Working gender equity pay scale (2018)

Working Positions	Female	Male	Variance (%)
Top Management (Area Directors)	34,250	33,000	4%
Senior Consultants	30,000	30,000	0
Junior Consultants	23,143	23,000	1%
Administration	20,000	26,000	23%
Associates	15,000	15,000	0
Operation Assistance	11,467	-	0

Note: General Director and Founder is exempt.