



2.6 FAMILY FRIENDLY

According to the Better Life Index by OECD¹, in Mexico, maternity leave, although paid at 100% of earnings, lasts just 12 weeks and only covers women in formal employment. Five days of paternity leave was recently introduced and funded by employers.

Work life balance can be particularly challenging in countries such as Mexico, where there are many male and female workers who spend long hours at the workplace², but there are good reasons why employees should reduce long hours especially for those who are or plan to become parents in order to impact positively on families. Revitaliza Consultores responds to work-care challenges by being a Family Friendly company which means that it recognizes women's force participation in paid work has increased, and that both, women and men need time to properly care for the young, old and vulnerable members of the family.

Revitaliza Consultores supports flexible working arrangements, including negotiated compressed workweeks, non-standard hours, and occasional telecommuting. To be eligible for any of the benefits, the employee must have worked for the company for at least twelve months prior to the requested leave.

Maternity, Paternity and Parental Leave Policy in Revitaliza Consultores

Revitaliza Consultores is committed to finding and retaining talented people by providing work balance in regards their professional development, based on this principle, female workers are considered for extended maternity benefits beyond what is mandated by law.

¹ <http://www.oecdbetterlifeindex.org/topics/work-life-balance/>

² <http://www.oecd.org/mcm/documents/C-MIN-2017-7-EN.pdf>

As policy background in Mexico, the law establishes that women are entitled to a mandatory and fully paid leave of 12 weeks, as well as employment-protected maternity upon the birth of a child.

- Revitaliza Consultores allows up to 12 extra weeks working halftime with full pay for maternity.
- Revitaliza Consultores allows up to 4 weeks employment-protected paternity leave, plus 8 weeks with full time pay, working half time.
- Revitaliza Consultores allows up to 12 weeks of employment-protected leave to care for a child, parent, spouse or domestic partner who has a serious health condition.