

COFECE is awarded a Bronze certification in labor equality and non-discrimination

- *The Commission was recertified in the Mexican Standard on Labor Equality and Non-Discrimination, the last certification was awarded in 2016.*
- *The Bronze certification recognizes continuous improvements in this subject.*

Mexico City, December 19, 2018.- The Federal Economic Competition Commission (COFECE or Commission) was recertified in *Mexican Standard NMX-R-025-SCFI-2015 on Labor Equality and Non-Discrimination* and was awarded the Bronze certification in this category. This reconfirms that the Commission is a place of work committed to labor practices and policies aimed at worker's well-being and development.

The Standard stipulates that once the first certification is obtained -the Commission received it in December 2016-, a monitoring audit must be carried out every two years. In the 2018 review, COFECE obtained 96 out of 100 possible points, which allow the Commission to keep the certification and be awarded the Bronze as a recognition of the continuous improvement in measures of labor equality and non-discrimination.

This Standard is a mechanism adhered to freely and jointly elaborated by the Ministry of Labor and Social Welfare, the National Institute of Women and the National Board for the Prevention of Discrimination.

Some of the actions that resulted in COFECE being awarded the Bronze are:

- Increasing maternity leave from three to four months plus one-month part time. The purpose of this measure is to balance the responsibilities associated with motherhood regarding those of women's professional development, as well as facilitate their reinstatement to the work environment.
- Increase of paternity days from five to fifteen consecutive business days so men may collaborate in the care of a new born child.
- Adoption leave was extended to 90 days when the child is less than 30 days old. If the child is older, adoption leave is 15 days.



- The system for the selection of candidates was consolidated with a non-discriminatory and gender perspective. Applicants remain anonymous in the recruitment system; the candidates identity is revealed at the final interview stage.
- Senior management teams went from two to five women at the head of general directorates (from a total of 12 position). In deputy general directorates, women hold, on average 53% of these positions.
- The empowerment and development of managerial skills in men and women in senior management positions, whom have worked with specialists on relevant issues such as: communication, negotiation, project management and coordination of high-performing teams, among others.

COFECE will continue to foster actions in regard to labor equality and non-discrimination, as the Commission is convinced that a cutting-edge institution recognizes the importance of offering the same opportunities for entry and development. There are plenty of reasons that range from the protection of human rights to earnings in productivity of organizations that have mixed managerial bodies.

*For more information, see in Spanish, our article on [Labor Equality Policy at COFECE](#)
See in Spanish, [COFECE's Policies on equality and non-discrimination](#)*

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The Federal Economic Competition Commission is entrusted with safeguarding competition and free market access. This contributes to people's well-being and the efficient functioning of markets. With its work, COFECE seeks better conditions for consumers, more services of higher quality and a "level playing field" for companies.

