

Thirty Successful Experiences of Redistribution, Reduction,  
Recognition, Remuneration and Representation in Care Work

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*Business Sector*  
**Extension of paternity  
leave in Mexico**

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## Business Sector

### Extension of paternity leave in Mexico

**Country and/or location of implementation:** Mexico

**Instances and/or legal framework responsible for its implementation:** Banco Bilbao Vizcaya Argentaria, S.A. (BBVA), a private sector company

#### Specific issue covered and beneficiaries of the action or policy

In Mexico, fathers have only five days of paternity leave (with pay),<sup>5</sup> while mothers have 12 weeks of maternity leave. This disproportionate allocation of paid care time for the arrival of children between mothers and fathers contributes to crystallizing the gender roles associated with those who must remain in the domestic space performing care tasks (mothers) and those who must return almost immediately to the world of paid work (fathers). In 2021, the banking company BBVA Mexico, became the first company in the country to extend maternity and paternity leave by four weeks. This is an increase of almost 500% in time allocated as paternity leave for fathers who work in the company.

In a company statement, BBVA Mexico asserts that human capital is the backbone of the company. In this sense, they state:

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5 Federal Labor Law, Article 132, section XXVII bis, which stipulates the employer's obligation to grant paternity leave of five working days with pay to male employees for the birth of their children and, likewise, in the case of adoption of an infant.

This action seeks to enable mothers and fathers to spend more time together as a family and to help each other in the first days after birth or adoption. In this way, the bank assumes and improves on the good practices of other companies and surpasses the average of the Mexican financial sector. BBVA Mexico currently has 37,000 employees nationwide, 54% of whom are women (BBVA, 2021a). For the development of this new policy and further actions towards equality, the bank formed a Diversity and Inclusion Committee, which seeks to consolidate plans and create a favorable environment for all employees to develop their work-life balance (BBVA, 2021a).

### **Results expected from and obtained with the action or policy**

Since this is an internal company provision, it applies to all BBVA Mexico personnel. These are maternity and paternity leave provisions that exceed the regulations in force in the country. The expected results, based on the company's statements, are that both mothers and fathers can spend more time with their families through helping women overcome professional challenges by providing the necessary tools to match personal needs with daily work, consolidate plans, and create a favorable environment for all employees to develop their work-life balance, among others. With these measures, the company expects a lower dropout rate among women, and greater empowerment and equality (BBVA, 2021a). Moreover, this action is part of the business objectives incorporated by the company: diversity and inclusion (BBVA, 2020). In addition, for the fourth consecutive year, BBVA has been included in the Bloomberg *Gender Equality Index*, which measures gender equality in five pillars: female leadership and talent portfolio, equitable pay and gender parity in salaries, inclusive culture, sexual harassment policies, and pro-women branding (BBVA, 2021b).

### **Obstacles and challenges in the implementation of these policies and actions**

As this is an internal policy implemented unilaterally by the company for the benefit of its employees who are parents, there are no major challenges or obstacles based on the information gathered. Its compulsory nature is based on the Federal Labor Law, and therefore BBVA's good practice lies in extending the leave period.

### **Justification of compliance with the inclusion criteria**

This is an innovative policy within the private sector that seeks to recognize, redistribute, and remunerate the care work performed by both mothers and fathers employed by this company. It is worth noting that the cost of this leaves—of a longer duration than stipulated in the regulations

of the country in question—is assumed by the company, thus guaranteeing labor rights and decent conditions for care without relinquishing employment. By doing so not only for mothers but also for fathers, this policy redistributes in a fairer and more balanced way—even if the duration of paternity leave is not the same as that of maternity leave—the work of caring for and raising children between men and women.

**For more information, visit** [www.bbva.com/es/mx/amplia-bbva-mexico-cuatro-semanas-adicionales-la-licencia-de-maternidad-y-paternidad/](http://www.bbva.com/es/mx/amplia-bbva-mexico-cuatro-semanas-adicionales-la-licencia-de-maternidad-y-paternidad/)