

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

Business Sector
**Gender-neutral
extended paternal
leave, Mexico**



Business Sector

Gender-neutral extended paternal leave, Mexico

Country and/or location of implementation: Mexico

Instances and/or legal framework responsible for its implementation: SANOFI,⁶ bio-pharmaceutical company, private sector.

Specific issue covered and beneficiaries of the action or policy

In June 2021, Sanofi Mexico announced its new parental leave policy, contemplating a period of up to six months for its full-time employees, regardless of gender. This benefit is applicable to mothers and fathers of newborn or adopted children. In Mexico, by law, women are entitled to take three months' leave, while men take a mere five days. Anna Kuusinen, Director of Human Resources at Sanofi Mexico, emphasized the objective of this policy is to promote gender equality, which is one of the pillars of Sanofi's global diversity and inclusion strategy. In addition, this type of initiative encourages greater parental participation in the first months of the arrival of children. The human resources director adds:

With this type of initiative, companies promote equal rights, regardless of gender, family model (heterosexual or same-sex couple) or whether they are biological or adoptive parents. We recognize that each person is unique and each family is different, and therefore, our policies must reflect the needs of each of our collaborators. This initiative is based on our values and the principle of equal rights for all workers alike. (Anguiano, 2021).

Jorge Garduño, Director of Ethics and Business Integrity at Sanofi Mexico, highlighted the relevance for a same-sex couple or a single mother to have this parental leave, allowing them to combine it with their professional development in the best possible way.

6 For more about the company, visit <https://www.sanofi.com.mx/es/nosotros>

Results expected from and obtained with the action or policy

Sanofi has received several awards for its labor, ethical, diversity and inclusion practices and corporate social responsibility, including first place in the first Best Practices and Labor Inclusion contest, for the gender-neutral extended parental leave in the category "Best practices already implemented", awarded by the Council for the Prevention and Elimination of Discrimination (COPRED) under the Mexico City Government (Sanofi Mexico, 2021).

Furthermore, with the implementation of this policy, Sanofi is in the 33% of companies offering paternity leave beyond the statutory period in Latin America (Mercer, n.d.).

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.

Justification of compliance with the inclusion criteria

This is an innovative, gender-neutral 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. The most interesting aspect of this case is that the leave period is equal for both fathers and mothers. This contributes decisively to dismantling gender roles associated with the tasks of caring for and raising young children. Note that the cost of this leave—of a longer duration than that established in the regulations of the country in question—is assumed by the company, thus guaranteeing labor rights and decent conditions for caregiving without relinquishing employment.

For more information, visit www.sanofi.com.mx/es/nosotros