Legem
Attorneys at Law

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MEXICO NATIONAL WOMEN STRIKE MARCH 9, 2020

Dear clients and friends,

From the multiple consultations we have received regarding the national strike that will take place on March 9, 2020, convened by several organizations that speak out against violence towards women in Mexico. We allow ourselves to share the following:

1. The purpose of the strike called for, is that no woman in Mexico should carry out any economic activity and achieve with this action, the visibility of the problem of violence against women in Mexico.

2. There is no legal obligation on the part of the companies to allow the absence of the collaborating women or employees to be part of the strike, nor the obligation to punish them in any way in case they do not attend work.

3. Regardless of the legal and labor relations aspects implied by the absence from work that day. We respectfully invite you to reflect on this issue in all workplaces and, considering the principles of equality, fraternity and solidarity that should guide decision making in modern democratic societies. To consider the convenience of providing the necessary and convenient facilities for these people to freely decide whether they join the summoned strike.

4. The summoned strike only considers the persons of the feminine sex and not thus the men.

5. The celebration of the strike does not imply a day of rest for the other members of the organization.

6. The Business Coordination Council of Mexico; other business chambers and Legem Attorneys At Law will continue to insist on the importance of making the necessary modifications within the internal companies so that the following measures are adopted within the internal regulations:

a. Policy of prevention and fight against gender violence
b. An internal complaint system

7. The actions mentioned above must be aligned with the documents that in each case this firm has developed for its organizations. Such as:

a. Code of conduct
b. Code of ethics
c. Internal rules of work
d. NOM 035
e. NOM 036
f. Anti-Corruption Manual
g. Internal Complaint System.

8. At Legem Attorneys At Law we are very proud to have in our team valuable women professionals and therefore, we fully support the free decision they make to join the strike " On the nine nobody moves."

In the hope that the information that has been shared will be useful, we bid you farewell not before placing ourselves at your service to guide you on this particular issue or any other that you deem appropriate.

Best,

Oscar Conde Medina
Managing Partner
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Adriana Ocañas
Chief Administrative Deparment
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Chief of Compliance & Ethics
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