

Companies in Jalisco Commit to Gender Equality

Grupo REFORMA Guadalajara, Mexico (May 10, 2025) - There are companies in the Guadalajara Metropolitan Area making gender equality among their employees a priority.

Juan Pablo Medina Mora, CEO of CompuSoluciones, decided to change his company's hiring model. Initially, job positions included gender requirements based on tasks; however, they soon realized the number of men and women started balancing naturally.

The executive mentioned how preconceived ideas about gender roles had impacted workplace equity.

"We realized we had created a paradigm ourselves that things had to be a certain way. Today, we have two female warehouse managers. Why? Simply because we removed gender criteria. We also have a male receptionist in Monterrey. And all three are excellent," he shared.

Salary structures at CompuSoluciones are based on responsibility and job performance, regardless of the employee's gender.

"Today, we practically have 50 percent women and 50 percent men in the organization. This balance is reflected in management and leadership positions as well—three men and two women," he explained.

According to Medina Mora, gender equality among employees has also fostered a more pleasant, relaxed, less hostile, and productivity-focused work environment.

A similar approach is followed at Lazzar Uniformes, where its director, Rosa María Lázaro Ordaz, organizes and pays employees based on their performance.

"We have two female directors and three male directors. In management positions, men and women occupy roles across all departments. It's strictly based on performance, ability, and attitude—never gender," she emphasized.

Lázaro Ordaz provides various supports to employees, from groceries and traditional "Rosca de Reyes" cakes to scholarships for further education. However, she has a specific program for mothers and fathers: a check for 10,000 pesos, a gift for the baby, maternity leave according to the law, and five days of paternity leave for fathers to spend with their families.

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