

CIM/OAS Decalogue for Co-Responsibility for Care Gains Support from the Business Sector

- *Within the framework of the VII Ibero-American Summit of Local Gender Agendas, held in Zapopan, Mexico, private sector representatives signed a Letter of Intent to apply the principles of the Decalogue in their workplaces.*
- *The signing, promoted by the Municipality of Zapopan and the CIM/OAS, emphasizes care as a vital component of business success, organizational well-being, and gender equality.*

Zapopan, Mexico. May 28, 2025. A group of companies, business associations, and private sector representatives signed a Letter of Intent this Wednesday to adopt the *Decalogue for Co-Responsibility for Care in the Private Sector*, promoted by the Inter-American Commission of Women (CIM) of the Organization of American States (OAS).

The signing of this document, promoted by the Municipality of Zapopan and the CIM within the framework of the VII Ibero-American Summit of Local Gender Agendas, places care at the center as a key component of business success, organizational well-being, and gender equality. The document acknowledges that care work is essential to people's well-being, and that its unequal distribution limits women's participation in the labor market. It also emphasizes that co-responsibility can enhance productivity, competitiveness, and the overall workplace climate.

The signing ceremony included a high-level panel featuring representatives from the public sector, private sector, and civil society. Panelists included Alejandra Mora Mora, Executive Secretary of the CIM; Patricia Yokogawa Teraoka and Paola Lazo, Directors of Fundación Marisa; Mayela Rojas, General Manager of Grupo Mutual and Vice President of the Chamber of Commerce of Costa Rica; and Elena Ortiz, President of the Oversight Commission and the Municipal System for Substantive Equality between Women and Men of Zapopan.

During her remarks, Mayela Rojas shared the experience of Grupo Mutual in Costa Rica following the implementation of internal policies on co-responsibility for care. These measures have been documented by the CIM as examples of good practices in the region, demonstrating how business commitment can help create better workplaces centered on people's well-being.

CIM Executive Secretary Alejandra Mora Mora thanked the signatories for their commitment. She stated, "The private sector has the power to transform the world of work through the art of caring. Co-responsibility for care is the best strategy for business growth and for building more humane, sustainable, and equitable environments."

Concrete commitments. The *Decalogue for Co-Responsibility for Care in the Private Sector*, published in 2024, proposes ten principles for companies to integrate care into their internal policies. It includes measures such as flexible working hours, parental leave, remote work arrangements, ongoing training, closing wage gaps, and mechanisms for evaluating the impact of these actions. It also fosters partnerships among the private sector, the public sector, and civil society to enhance care systems.

This initiative is part of a broader regional strategy led by the CIM/OAS to position care as a structural component of gender equality. Through tools such as the *Inter-American Model Law on Care* and the *Guidelines for the Application of Co-Responsibility Measures for Caregiving in Companies*, the strategy seeks to support various stakeholders in building more just, humane, and resilient environments.

***INFORMATION FOR JOURNALISTS**

About the CIM/OAS

The Inter-American Commission of Women (CIM) of the Organization of American States (OAS) is the primary hemispheric forum dedicated to promoting and protecting women's human rights and gender equality. Founded in 1928, the CIM has been a pioneer in identifying the barriers women face in social, economic, and political life, and in developing policies and programs to overcome them. The CIM collaborates with OAS Member States, civil society organizations, and other key stakeholders to advance the gender equality agenda in the Americas.

Relevant links

- [Inter-American Model Law on Care](#)
- [Guidelines for the Application of Co-Responsibility Measures for Caregiving in Companies](#)
- [Decalogue for Co-Responsibility for Care in the Private Sector](#)
- [Press release on the launch of the Decalogue for Co-Responsibility for Care](#)

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