

Individual Action Plan (2021)

Economy: Mexico

<p>Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<ul style="list-style-type: none">• The proportion of female candidates to be members of the House of Representatives: 48.2% (OPPMM¹, 2020)• Proportion of female candidates to be members of the House of Councilors: 49.2% (OPPMM, 2020)• Proportion of female public prosecutors: 50.7% (INEGI-CNPJE, 2020)• Proportion of female central government's public employees through the Level I recruitment examination (University graduate level) for central government's civil service: 51.6% (INEGI-CNGF, 2020)• Proportion of women in government positions equivalent to or higher than director of central government regional organizations or assistant director of central government ministries and agencies: 23.5% (2019 – assistant secretary)• Proportion of women in government positions equivalent to or higher than the director of the central government ministries and agencies: 36.4% (2019 - ministries)• Proportion of women in positions equivalent to or higher than director of prefectural or city government office: 6.3% (OPPMM, 2020 - governor)• Proportion of female members of city, town, or village government advisory councils and committees: 21.7% (OPPMM, 2020 – mayor) <p>In Mexico there is an inequality gap in the participation of women and men in the labor market (public and private). In 2020, 44.9% of women older than 15 years participated</p>
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¹ Observatory of Political Participation of Women, <https://observatorio.inmujeres.gob.mx/>

in some economic activity, as well as 76.4% of men in the same age group.²

In the public sector, the Census of Federal Public Administration 2019 determined that 50.8% of the employees were women. That census determined that women have less presence in the positions of leadership and decision-making. For example, it was shown that 14.5% of the participation of women were in Heads of Department³.

The first contest exclusively for Women to join the Federal Public Administration was filed on March 5, 2020, in the framework of the International Women's Day,

In December 2020, the National Program for Equality between Women and Men (2020-2004) was published, which contains a specific objective to promote the participation of women: Position the equal participation of women in decision-making in political spheres. social, community and private⁴.

In the private sector, in 2020, Mexico reported that it had 2.7 million entrepreneurs, of which 79% were men and 21% were women, and most employers are heads of micro-businesses.⁵

To close the gender gaps in the labor market, the Mexican Federal Government promotes the Mexican Standard for

² Gender Indicator System (Mexico): <http://estadistica.inmujeres.gob.mx/formas/index.php>

³ Census of Federal Public Administration 2019 <https://www.inegi.org.mx/programas/cngf/2019/>

⁴ National Program for Equality between Women and Men http://www.dof.gob.mx/nota_detalle.php?codigo=5608467&fecha=22/12/2020

⁵ Ibidem 1.

	<p>Labor Equality and Non-Discrimination to promote access and permanence of women and minorities in the labor market with equal opportunities, and to create and allow an environment of respect, inclusion and productivity that enriches the lives of the men and women who are employed.</p> <p>In April 2020, there are 451 certified public and private organizations registered.⁶</p>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p>Number of public and private organizations certified on the Mexican Standard for Labor Equality and Non-Discrimination:</p> <p>Baseline (2019): 58 certified organizations. (Baseline updated)</p> <p>Increase in number of certified organizations (2020): -3%</p> <p>Result (2020): 56 registered certified organizations, 451 organizations accumulated since 2015⁷.</p> <p>(The pandemic had a negative effect on the results.)</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>The action plan 2021 will be implemented in coordination between the Ministry of Labor (STPS), the National Institute for Women (INMUJERES) and the National Council to Prevent Discrimination (CONAPRED):</p> <ol style="list-style-type: none"> 1. Promote the Mexican Standard for Labor Equality and Non-Discrimination among public and private organizations. 2. Advise organizations interested in certification along their processes to implement practices to promote equality in the workplace. 3. To work on the transformation process of this non-

⁶ List of certified workplaces. Available on: <https://www.gob.mx/normalaboral/articulos/padron-nacional-de-centros-de-trabajo-certificado>

⁷ Ibidem 5.

	compulsory certification into a mandatory instrument.
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- ✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*