

## Individual Action Plan

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 <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<p>The Mexican government promotes the Mexican Standards for Labor Equality and Non Discrimination as a way to foster the access and permanence of women and minorities in the labor market with equality of opportunities, and to create and enable an environment for respect, inclusion and productivity that enriches the lives of male and female employees.</p> <p>This non-compulsory certification, introduced at the end of 2015, establishes the basis to acknowledge public and private organizations that prove they have processes and practices to promote equality in the workplace. To obtain the certification, which is valid for four years, organizations must hire an accredited certification body to audit their workplace for compliance.</p> <p>The requirements to obtain the certification are related to organizational processes that contribute to increase the ratio of women's representation in leadership in both the public and private sectors, for example: non-discriminatory recruitment procedures, work environment assessment, equal salary policy, equal opportunities for promotion and continuation of employment, training for all personnel with the same opportunities, inclusive and non-sexist language in all communications, work-life balance, and mechanisms to prevent, solve and sanction discriminatory practices and violence in the workplace.</p>
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	<p>At January 30, 2017, there are 105 public and private organizations certified.<sup>1</sup></p>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020</p> <p>(%; 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 Standards for Labor Equality and Non Discrimination:</p> <p>Baseline (2016):105 organizations</p> <p>Increase in number of certified organizations (2017): 10%</p> <p>Increase in number of certified organizations (2018): 10%</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>The certification on these standards is intended to improve brand positioning through the use of the Labor Equality and Non Discrimination Seal. Certified organizations are able to use it in their internal and external communications.</p> <p>The action plan 2017-2018 will be implemented in coordination between the Ministry of Labor, the National Institute for Women (INMUJERES) and the National Council to Prevent Discrimination (CONAPRED):</p> <ol style="list-style-type: none"> <li>1. Promote the Mexican Standards for Labor Equality and Non Discrimination among public and private organizations.</li> <li>2. Advise and accompany organizations which are interested in certification along their processes to implement practices to promote equality in the workplace.</li> </ol>

<sup>1</sup> [http://www.gob.mx/cms/uploads/attachment/file/187949/Padron\\_de\\_CT\\_certificados\\_NMX\\_01302017.pdf](http://www.gob.mx/cms/uploads/attachment/file/187949/Padron_de_CT_certificados_NMX_01302017.pdf)

	<ol style="list-style-type: none"><li>3. Develop a strategy to provide visibility and recognition to certified organizations.</li><li>4. Report and communicate results.</li></ol>
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