

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 https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<p>In Mexico there is an inequality gap in the participation of women and men in the labor market (public and private). In 2019, 44.8% of women older than 15 years participated in some economic activity, as well as 77% of men in the same age group.¹</p> <p>In the public sector, in 2018, a study by the National Human Rights Commission of Mexico on equality between women and men in the Federal Public Administration determined that 53.5% of the employees were women. That study determined that women have less presence in the positions of leadership and decision-making. For example, in the Federal Ministries, it was shown that 46.8% of the participation of women were in Heads of Department; 37% in levels of Deputy Directors and Directors; 28.5% in Deputy General Directors and 21.9% in General Directors. Then, as the level of responsibility and salary increase, the participation of women is reduced.²</p> <p>In the private sector, in 2019, Mexico reported that it had 2.5 million entrepreneurs, of which 79.7% were men and 20.3% were women, and 91.1% of women and 89.2% of male entrepreneurs are heads of microenterprises.³</p> <p>For to closing the gaps of gender in the labor market, the Mexican Federal Government promotes the Mexican</p>
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¹ Gender Indicator System (Mexico): <http://estadistica.inmujeres.gob.mx/formas/index.php>

² Study on Equality Between Women and Men in position and salaries in the federal public administration 2017.

<https://www.cndh.org.mx/sites/default/files/doc/Informes/Especiales/Estudio-igualdad-20180206.pdf>

³ Ibidem 1.

Standard for 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.

This non-compulsory certification, introduced at October 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.

The requirements to obtain certification are related to organizational processes that contribute to increasing the proportion of women's representation in leadership in the public and private sectors, for example: non-discriminatory hiring procedures, evaluation of the work environment, wage equality policy , training for all employees with the same opportunities, inclusive and non-sexist language in all communications, work-life balance and mechanisms to prevent, resolve and punish discriminatory practices and violence in the workplace.

In April 2019, there were 417 certified public and private organizations accumulated.⁴

⁴ List of certified workplaces. Available on: <https://www.gob.mx/normalaboral/articulos/padron-nacional-de-centros-de-trabajo-certificado>

<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 Standard for Labor Equality and Non-Discrimination:</p> <p>Baseline (2018):75 certified organizations.</p> <p>Increase in number of certified organizations (2019): 10%</p> <p>Result (2019): 56 registered certified organizations, 419 organizations accumulated since 2015⁵.</p> <p>Increase in number of certified organizations (2020): 10%</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>The action plan 2020 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"> 1. Promote the Mexican Standard for Labor Equality and Non-Discrimination among public and private organizations. 2. Advise organizations which are interested in certification along their processes to implement practices to promote equality in the workplace. 3. Development a strategy to provide recognition to certified organizations. 4. Report and communicate results. 5. Plan the transformation of this standard into a mandatory instrument.

✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*

⁵ Ibidem 5.