

# Country-Level Data for Mexico country Outcome XM-DAC-41146-MEX\_D\_2.2

OUTCOME MEX\_D\_2.2 [XM-DAC-41146-MEX\\_D\\_2.2](#)

**By 2025, the Mexican State has decent work programs to address labor market needs, including institutional strengthening, job training, formalization, women's economic participation, protection of rights, social mobility and labor justice.**

## OUTCOME DETAILS

### SDG alignment



### Impact areas



Women's economic empowerment

### Organizational outputs



Norms, laws, policies and institutions



Financing for gender equality



Access to services, goods and resources

### Policy Marker

### Outcome Description

National Institutions through intersectoral alliances implement coordinated public policies and private companies implement policies and good practices to guarantee women, mainly those belonging to left behind groups, have greater possibilities of accessing decent work, developing ventures, getting involved in non-traditional labor markets, enjoying labor justice and equal conditions and opportunities.

### UN Partners

UNAIDS



UNDP



UNFPA

UNICEF

GENDER EQUALITY

**Humanitarian Scope**

No

**UN System Function**

Advocacy, communications and social mobilization

Capacity development and technical assistance

Comprehensive and disaggregated data (discontinued)

Direct support and service delivery

Support functions

RESOURCES

\$678.94 K

Planned Budget

\$883.98 K

Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES



**Funding Partners**

Regular resources (Core):

 UN Women  
\$0

Other resources (Non-Core)/ Funding Partners:

 BHP Billiton Foundation \$883,984

**TOTAL OTHER RESOURCES (NON-CORE)**  
\$883,984

OUTCOME MEX\_D\_2.2

B - Baseline      M - Milestones      T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By 2025, the Mexican State has decent work programs to address labor market needs, including institutional strengthening, job training, formalization, women's economic participation, protection of rights, social mobility and labor justice.	SDG 5.1.1: Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex (Desk Review)	(Baseline)	-	N/A
		2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (CO)	(Baseline)	-	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of national and/or local (multi) sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (CO)	(Baseline)	-	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of legal and policy frameworks that promote gender balance in decision making institutions and processes (CO)	2021 (Baseline)	No	N/A
	2022 (Milestone)	-	FALSE
	2023 (Milestone)	-	FALSE
	2024 (Milestone)	-	
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SDG Indicator 5.c.1: Proportion of countries with systems to track and make public allocations to gender equality and women's empowerment (Desk Review)	(Baseline)	-	N/A
	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of countries that incorporate gender equality targets within national investment and financing frameworks (CO)	2021 (Baseline)	No	N/A
	2022 (Milestone)	-	FALSE
	2023 (Milestone)	-	TRUE
	2024 (Milestone)	-	
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of innovative financing instruments introduced that include gender equality objectives (Desk Review)	2022 (Baseline)	0	N/A
	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of countries where multi-sectoral systems, strategies or programs are implemented to advance women's equal access to and use of services, goods and/resources, including social protection (CO)	2021 (Baseline)	Yes	N/A
	2022 (Milestone)	-	TRUE
	2023 (Milestone)	-	FALSE
	2024 (Milestone)	-	
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.4.1: Number of gender equality reforms developed and/or being implemented by electoral stakeholders with UN-Women's technical support	(Baseline)	-	N/A
	2020 (Milestone)	-	2
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.4.2 : Number of women leaders, candidates and aspirants with strengthened capacities to engage in political life, with UN-Women's support	(Baseline)	-	N/A
	2020 (Milestone)	-	99
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.4.3: Number of gender equality initiatives developed and/or being implemented by parliamentary bodies (Legislative Parliamentary Committees/ Women Caucus/ Speaker of Parliament's Office/Secretariat of the Parliament), with UN-Women's support	(Baseline)	-	N/A
	2020 (Milestone)	-	3
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.4.4: Number of initiatives developed and/or being implemented to monitor violence against women in politics, with UN-Women's support	(Baseline)	-	N/A
	2020 (Milestone)	-	2
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 3.8.2: Number of gender-responsive macroeconomic policies (including fiscal, monetary and trade) developed and/or being implemented with support from UN-Women	2019 (Baseline)	0	N/A
	2021 (Milestone)	1	0
	2024 (Milestone)	-	-
	2025 (Target)	-	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 3.8.5: Number of countries with strengthened capacities to undertake gender-responsive socio-economic impact assessments in response to the COVID-19 crisis, with a focus on at-risk populations	2020 (Baseline)	yes	N/A
	2021 (Milestone)	yes	FALSE
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 3.8.6: Number of countries with strengthened capacities to implement women's empowerment policies, informed by socio-economic impact assessment, focused on at-risk populations	2020 (Baseline)	yes	N/A
	2021 (Milestone)	yes	TRUE
	2024 (Milestone)	-	-
	2025 (Target)	-	-

## OUTPUT INDICATOR AND RESULTS

### OUTPUT MEX\_D\_2.2.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Women and young women belonging to left behind groups increase their access to innovative programs of study (STEM), training, labor opportunities and productive assets for entrepreneurship (migrants, youth, rural women)	Number of women and young women that access programs of study and training supported by UNW.	2019 (Baseline)	300	N/A
		2020 (Milestone)	2200	2026
		2021 (Milestone)	4700	3031
		2022 (Milestone)	TBD	-
		2023 (Milestone)	TBD	-
		2024 (Milestone)	TBD	-
Planned Budget: <b>\$2.69 M</b>		2025 (Target)	TBD	-

Actual Budget and Shortfall:

**\$2.81 M**

Shortfall: \$0.00

Expenses:

**\$2.57 M**

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of women and young women that access productive assets for entrepreneurship.	2019 (Baseline)	0	N/A
	2020 (Milestone)	660	400
	2021 (Milestone)	1410	1086
	2022 (Milestone)	TBD	-
	2023 (Milestone)	TBD	-
	2024 (Milestone)	TBD	-
	2025 (Target)	TBD	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of women and young women that access labor opportunities.	2019 (Baseline)	0	N/A
	2020 (Milestone)	400	853
	2021 (Milestone)	940	31
	2022 (Milestone)	TBD	-
	2023 (Milestone)	TBD	-
	2024 (Milestone)	TBD	-
	2025 (Target)	TBD	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of research and/or practice-based initiatives undertaken to advance data, evidence and knowledge, including standardised methods to assess, monitor, measure and/or achieve behaviour and/or social/gender norms change (CO)	(Baseline)	-	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ)	2022 (Baseline)	2763	N/A
	2022 (Milestone)	-	2763
	2023 (Milestone)	-	965
	2024 (Milestone)	-	
	2025 (Target)	TBD	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of women and girls, including women and girls living with and/or affected by HIV, with increased capacities to participate in public life and exercise leadership (CO, RO, HQ)	2025 (Baseline)	TBD	N/A
	2022 (Milestone)	-	897
	2023 (Milestone)	-	84
	2024 (Milestone)	-	
	2025 (Target)	TBD	-

## OUTPUT MEX\_D\_2.2.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Local communities, companies, national and local institutions strength their capacities to promote positive masculinities and the transformation of social norms and cultural practices that discriminate women access to educational labor and entrepreneurship opportunities.	Number of partners that make public statements against gender discrimination, design and/or implement gender equality policies, and/or commit financial resources to fight against gender discrimination.	2019 (Baseline)	0	N/A
		2020 (Milestone)	1	18
		2021 (Milestone)	2	10
		2022 (Milestone)	3	-
		2023 (Milestone)	4	-
		2024 (Milestone)	6	-
		2025 (Target)	8	-

Planned Budget:  
**\$770.86 K**

Actual Budget and Shortfall:  
**\$864.39 K**

Shortfall: \$0.00





Expenses:  
**\$831.32 K**



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of research and/or practice-based initiatives undertaken to advance data, evidence and knowledge, including standardised methods to assess, monitor, measure and/or achieve behaviour and/or social/gender norms change (CO)	(Baseline)	-	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of community or organizational level UN Women programmes that address behaviour and/or social/gender norms – using evidence/practice-based methodologies (CO, HQ)	2025 (Baseline)	TBD	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	1
	2024 (Milestone)	-	
	2025 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of data collection initiatives conducted or supported by UN Women that include behaviour and/or social/gender norms dimensions (CO)	2025 (Baseline)	TBD	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	-
	2025 (Target)	TBD	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of organizations/institutions with increased capacities to identify and/or address discriminatory behaviour and/or social/gender norms change (CO)	2025 (Baseline)	TBD	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	
	2025 (Target)	TBD	-

### OUTPUT MEX\_D\_2.2.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Public, private and civil society institutions strength their coordination and their capacities to prioritize education, vocational training and access to employment or business development opportunities for women in a situation of greater vulnerability.	Number of public, private and civil society partnerships created by UNW to include more women and young women in education, vocational training and employment opportunities.	2019 (Baseline)	0	N/A
		2020 (Milestone)	4	20
		2021 (Milestone)	8	2
		2022 (Milestone)	12	-
		2023 (Milestone)	16	-
		2024 (Milestone)	20	-
		2025 (Target)	25	-

Planned Budget:  
**\$389.52 K**



Actual Budget and Shortfall:  
**\$363.74 K**

Shortfall: \$25.77 K



⋮



Expenses:

**\$277.64 K**



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of partners that have increased capacities to advance gender equality and women's empowerment through national and/or local (multi) sectoral strategies, policies and/or action plans (CO, HQ)	2025 (Baseline)	TBD	N/A
	2022 (Milestone)	-	17
	2023 (Milestone)	-	4
	2024 (Milestone)	-	
	2025 (Target)	TBD	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of research and/or practice-based initiatives undertaken to advance data, evidence and knowledge, including standardised methods to assess, monitor, measure and/or achieve behaviour and/or social/gender norms change (CO)	(Baseline)	-	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ)	2025 (Baseline)	TBD	N/A
	2022 (Milestone)	-	13
	2023 (Milestone)	-	10
	2024 (Milestone)	-	
	2025 (Target)	TBD	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ)	2025 (Baseline)	TBD	N/A
	2022 (Milestone)	-	2763
	2023 (Milestone)	-	965
	2024 (Milestone)	-	
	2025 (Target)	TBD	-

#### OUTPUT MEX\_D\_2.2.4

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Private companies implement gender equality policies and are committed to economic development, access to the labor market and the autonomy of women and girls. (WEPS)	Annual percentage increase of the number of companies that sign the WEPS.	2019 (Baseline)	20%	N/A
		2020 (Milestone)	-	17%
		2021 (Milestone)	10%	30%
		2022 (Milestone)	20%	41
		2023 (Milestone)	40%	26
		2024 (Milestone)	60%	
		2025 (Target)	-	-

Planned Budget:

**\$164.49 K**



Actual Budget and Shortfall:

**\$27.23 K**

Shortfall: \$137.26 K





Expenses:

**\$26.32 K**



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of partners with capacities to integrate gender equality into fiscal laws/policies/standards (CO, RO, HQ)	2022 (Baseline)	0	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	
	2025 (Target)	TBD	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of national partners with capacities to apply Gender Responsive Budgeting tools in the budget cycle (CO)	2025 (Baseline)	TBD	N/A
	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	
	2025 (Target)	TBD	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of tools introduced that support innovative financing and accountability, including related to digital financing, for gender equality (CO)	2025 (Baseline)	TBD	N/A
	2022 (Milestone)	-	2
	2023 (Milestone)	-	3
	2024 (Milestone)	-	
	2025 (Target)	2	-

## STRATEGIC NOTE OUTCOME PROGRESS NOTE

SHOWING DATA OF : **2022**

**By 2025, the Mexican State has decent work programs to address labor market needs, including institutional strengthening, job training, formalization, women's economic participation, protection of rights, social mobility and labor justice.**

This outcome has reached significant progress in 2022. 2,763 marginalized women have improved skills and access to more education, employment and entrepreneurship opportunities, enrolled in the Second Chance Education (SCE) Program through 15 SCE learning centers. The women have access to 69 courses to strengthen their knowledge and skills to continue their formal studies, acquire a job or start their own business. Since the beginning of the Program, a total of 7,787 women enrolled. Moreover, 243 women increased their financial inclusion, resilience and health, through the financial inclusion course in collaboration with UNDP. After course, it can be observed an increase between 28% and 12% of women saving money; an increase between 31% to 5% on women having financial goals; an increase between 44% to 22% of women keeping record of their incomes and expenses; and a reduction between 32% and 21% of women not knowing what to do, if they lose their income resource. During this year 502 women were employed; 1,064 have started a business; and 627 returned to formal education. Moreover, 893 graduates developed their leadership skills by offering support to other participants through mentorships. 351 graduates received training to become mentors, and 542 of them offered advice and courses organically. From a sample of SCE participants, 41% of women with an employment or entrepreneurship said they got it due to their participation in SCE program. Within 3 months after graduating the Program 74% of participants took entrepreneurship courses and 67% from them reported to start their business once they finish their training and all of them would recommend this training to other women. Moreover, half of the participants who took employment courses got a job after finishing their SCE training. The private sector incorporates gender equality and women's empowerment as key objectives, understanding that it benefits their business and society. Private sector companies not only use tools such as the Women's Empowerment Principles (WEPs) to implement actions for gender equality, but they also measure, report them, make public commitments, and invite other companies to drive change in their industry. 191 companies are among the WEPs Signatories on the WEPs website. Three public events of WEPs adhesions were held. The first one was organized by

Abogadas MX , where 37 law firms signed the WEPs; the second one was with the National Association of Banks (ABM), which was made during the 85 Banking Convention and where this association announced its commitment to the WEPs and their incorporation to the Global Alliance for Care; the third one was organized by the Global Compact where 18 signatory companies reaffirmed their commitment to gender equality. UN Women strengthened its collaboration with the Global Compact in WEPs implementation and for their Target Gender Equality initiative. Gender equality is considered as a critical objective to investing decisions . UN Women collaborated with the working group formed by the Ministry of Finance, with support from International Finance Corporation (IFC), to develop an index to evaluate gender equality in investment projects and thus determine their impact. UN Women has provided valuable inputs for the index proposal, based on WEPs Gender Gap Analysis Tool and the Bonds to Bridge the Gender Gap: A Practitioner's Guide to Using Sustainable Debt for Gender Equality publication. A first draft of the index is almost ready, and the work will continue next year. (all the working sessions are closed and not recorded). UN Women Mexico and India were selected to design an outcome-based approach for the Second Chance Programme. The initiative is being developed in collaboration with Social Finance and the Second Chance Global Team. Two potential scenarios for an Outcomes Based Approach (OBA) have been identified and we are currently discussing aspects such as target population, key outcomes, and potential partners