

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.

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

\$708.19 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.	SP_D_0.1.3	(Baseline)	-	N/A
	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)	2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-
<ul style="list-style-type: none"> • SDG Indicator : • Complementary Indicator : • Common Indicator : 				

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.4	(Baseline)	-	N/A
Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (CO)	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	-
• Complementary Indicator :	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_01.5	(Baseline)	-	N/A
Number of national and/or local (multi) sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (CO)	2022 (Milestone)	-	0
	2023 (Milestone)	-	0
	2024 (Milestone)	-	-
	2025 (Target)	-	-
• Complementary Indicator :	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.6	2021 (Baseline)	No	N/A
Number of legal and policy frameworks that promote gender balance in decision making institutions and processes (CO)	2022 (Milestone)	-	FALSE
	2023 (Milestone)	-	FALSE
	2024 (Milestone)	-	-
	2025 (Target)	Yes	-
• Complementary Indicator :			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.2.1	(Baseline)	-	N/A
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)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
• SDG Indicator :	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.2.2	2021 (Baseline)	No	N/A
Number of countries that incorporate gender equality targets within national investment and financing frameworks (CO)	2022 (Milestone)	-	FALSE
	2023 (Milestone)	-	TRUE
	2024 (Milestone)	-	-
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.2.4	2022 (Baseline)	0	N/A
Number of innovative financing instruments introduced that include gender equality objectives (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.3	2021 (Baseline)	Yes	N/A
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)	2022 (Milestone)	-	TRUE
	2023 (Milestone)	-	FALSE
	2024 (Milestone)	-	-
	2025 (Target)	Yes	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_1.1A	(Baseline)	-	N/A
SP 2.4.1: Number of gender equality reforms developed and/or being implemented by electoral stakeholders with UN-Women's technical support	2020 (Milestone)	-	2
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_1.1B	(Baseline)	-	N/A
SP 2.4.2 : Number of women leaders, candidates and aspirants with strengthened capacities to engage in political life, with UN-Women's support	2020 (Milestone)	-	99
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_1.1C	(Baseline)	-	N/A
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	2020 (Milestone)	-	3
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_1.1D	(Baseline)	-	N/A
SP 2.4.4: Number of initiatives developed and/or being implemented to monitor violence against women in politics, with UN-Women's support	2020 (Milestone)	-	2
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_2.1B	2019 (Baseline)	0	N/A
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	2021 (Milestone)	1	0
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_2.1E	2020 (Baseline)	yes	N/A
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	2021 (Milestone)	yes	FALSE
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_2.1F	2020 (Baseline)	yes	N/A
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	2021 (Milestone)	yes	TRUE
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

STRATEGIC NOTE OUTCOME PROGRESS NOTE

SHOWING DATA OF : **2023**

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.

Significant progress was made towards this outcome in 2023. Women in Mexico have more access to life skills training and education for economic autonomy with the Second Chance Education (SCE) program . 897 Mexican women graduated during 2023, adding to the more than 5,000 women graduated throughout SCE's history. In 2023 around half of graduated women who had just completed the SCE Program reported to have improved their livelihoods and opportunities, and more than 80% reported to have improved their conditions 6 months after graduating. During 2023, final year of implementation of SCE, UN Women Mexico developed and consolidated a transfer methodology as means to ensure the sustainability of the Program. This transfer methodology is aimed for government, private sector and civil society partners interested in implementing or strengthening economic empowerment training programs. Four partners have begun the process to acquire the knowledge and skills to replicate and implement SCE through this methodology: Ministry of Substantive Equality between Women and Men (SISEMH), private company CEMEX and civil society organizations Xamixtli and ProMéxico. Municipal Government of Huixquilucan completed the process in October . SCE responsible partners (RPs) consolidated several alliances to boost women's skills and opportunities both in employment and entrepreneurship. 355 entrepreneur graduates positioned their products and services through 28 bazaars, markets, and other sales outlets. 16 private, public, and international organizations strengthened their gender perspective by exchanging ideas on their strategies for labor inclusion of women through 4 Conferences for the inclusion of women in the labor market of Jalisco in coordination with the Ministry of Innovation, Science, and Technology of Jalisco (SICyT) and within the ecosystem of innovation and corporate social responsibility in Jalisco. In Puebla and Estado de México over 110 women strengthened their knowledge of employment opportunities through the collaboration with National Employment Service and the local labor

government agencies. 24 participants obtained EC0784 competency federal standard certifications, 161 participants completed high school educational level through educational alliances and 30 women received a training in productive activities held by the State government (15 got an economical incentive linked to their productive project), and 121 women are already listed in the job board through the support of the Labor department of the state government. M&E strengthening has provided the mechanisms to track results more effectively (not activities) and clarity to identify the basic tools and structure needed to offer a methodology that adapts to the local contexts and guarantees the monitoring of basic results for SCE indicators and identity. Through knowledge management linked to M&E actions and with the close work with RP’s, the standardization of the basic curricular offer was achieved during this year. Also, EdApp content that strengthens all courses was developed and launched by both RP’s. These two achievements and experience show SCE as a finished product and have contributed to raise interest among stakeholder needed for a possible scaling-up, also it has contributed to boost the contribution of Mexico to the development of global foundational courses. A feasibility study conducted in 2021 by Social Finance found that an Outcome Based Approach (OBA) is a suitable financing mechanism to pursue for SCE. With the financial support of BHP Foundation and technical advice from Social Finance, a project to develop OBA mechanisms for two pilots. UN Women Mexico is leading the co-design process of an Outcome-Based Approach (OBA) with the technical advice of Social Finance UK (global level) and Henderson & Alberro (locally), aimed to improve the employment outcomes of women in disadvantaged situations, contribute to their economic empowerment and improve gender equality in the state of Nuevo Leøn. These innovative mechanisms tie funding to outcomes, rather than activities or inputs. Applying an OBA to Second Chance Education will broaden and sustain in-country stakeholder engagement with women’s empowerment and drive an increased focus on and accountability for the outcomes women achieve through the program. Three potential outcomes funders (OF) – Government of Nuevo Leøn, Fundaciøn Nacional Monte de Piedad, and Fomento Social Citibanamex – expressed their interest to invest more than a million dollars to the initiative. Five Co-design workshops took place during 2023, and a consensus was reached on a general design of the OBA. There is also an agreed work path for the structuring and contracting phase, with the expectation for the OBA to be launched during 2024. Likewise, the area of Economic Empowerment houses UN Women work with the private sector in favor of gender equality. Private sector in Mexico has embraced gender equality and women’s empowerment as key objectives, acknowledging their positive contributions to business and broader society. UN Women has positioned itself as a key reference organization in providing tools for promoting gender equality in the private sector by actively participating in various forums, sharing related information, and promoting the Women’s Empowerment Principles (WEPs) . Through strengthened collaboration with the United Nations Global Compact (UNGC) and business associations, UN Women has established an effective model for engaging groups of companies, introducing them to the WEPs, and guiding them through the WEPs journey and tools. In 2023, 48 companies in Mexico signed the Women’s Empowerment Principles , bringing the total number of WEPs signatories in the country to 241. UN Women participated in 13 public events to promoting gender equality within the private sector. Noteworthy among these were the Ring the Bell for Gender Equality events at the Mexican Stock Exchange and the Institutional Stock Exchange, as well as a WEPs adhesions event co-organized with UNGC, where 20 companies pledged their commitment to the WEPs. Based on the challenges faced globally, an important lesson is that a more diversified resource mobilization strategy is required, that prioritizes the identification of more opportunities with international donors, foundations, and private sector to consolidate and scale up programming in Mexico, and the search of innovative funding mechanism.