

## OUTCOME XM-DAC-41146-MEX\_D\_1.1

**By 2025, the Mexican State plans with territorial, population and gender perspective, inclusive strategies to generate shared prosperity that reduces inequality and poverty.**

Considerable progress was made towards this outcome in 2022. Local authorities have better information and tools on how to incorporate women's participation and gender perspective in their comprehensive risk-management strategies. 27 officials from the Women's Secretariat and seven city halls in Mexico City are sensitized on the importance of including gender perspective in disaster risk management. Public servants know the administrative, institutional and financial areas of opportunity to integrate gender perspective. This knowledge is the result of a collaboration between UNDP, UN Women and the Secretariat for Comprehensive Risk Management and Civil Protection in the 1st workshop "Building the foundations for Comprehensive Risk Management with a perspective of gender". Local authorities have access to high-quality information and tools to better address and monitor violence against women in politics at the local level, with a focus on indigenous women. The Oaxaca State Electoral and Citizen Participation Institute (IEPCO) and UN Women carried out the "Investigation that explores the possible relationships between gender parity and violence against women in the political sphere in municipalities governed by Indigenous Regulatory Systems in Oaxaca.", investigation results highlights still a long way to go to achieve parity in Mexican municipalities, where only 28% are governed by women and of which 5% are governed by Indigenous Regulatory Systems. Women municipal presidents, councilors and community leaders exposed needs for training, recognition within the Assemblies, economic support, legal and psychological support, as well as the guarantee of their political-electoral rights. The IEPCO, supported by UN Women, put into operation the "Model for the registration, follow-up and monitoring of cases of political violence against women based on gender" as part of the actions to prevent, address and eradicate violence against women in Oaxaca. This is the first model at the national level that follows up on cases of political violence focusing on the victims and seeks to provide greater efficiency in access to justice and contribute to the full political participation of women. New ways to Build Spatial Data Infrastructure for Gender Equality and Sustainability, and to improve the availability of information on the demand, supply and accessibility of care services, are available through the study: "Intra-urban indicators of inequalities of gender associated with the spatial entrapment of women". The results were disseminated in the International Seminar: "Building Spatial Data Infrastructure for Gender Equality and Sustainability", on March 22, 2022. UN agencies, governments, academia, civil society and multilateral development banks have new data and knowledge about the push factors of Central American migration and gender issues such as violence against women and girls, the impact of climate change and COVID 19, and their situation of socioeconomic vulnerability, as well as with public policy recommendations to address and respect the human rights of the migrant population. The study: "Central American migration: factors of attraction and expulsion of the Guatemalan, Salvadoran and Honduran population incorporating the perspective of gender" was developed by the CEGS in coordination with El Colegio de la Frontera Norte. Users and policymakers have a new geographic information tool to visualize the supply, demand and location of care services. UN Women through the CEGS, in partnership with INMUJERES in collaboration with El Colegio de México (COLMEX), built a National Map of Care, as a support tool for users and policy makers, that allows visualizing: a) availability and location of care services in formal establishments; b) demand for care of three population groups: children (0 to 11 years), older adults (65 years and over) and people with disabilities; c) accessibility to services for these populations and for women with and without paid work. Two knowledge

products that contribute to the design and construction of the National Care System, were developed in collaboration with COLMEX: 1) "Analysis of policies, social programs and budgets, as well as the infrastructure available to contribute to the System of Care in the United Mexican States"; and 2) "Qualitative analysis that serves to support the National System of Care in the United Mexican States: construction and testing of an instrument to know the social representations of care in Mexico". The international community has a new methodological tool: "Enhancing the accuracy of gender data: Cognitive testing of wordings associated with supervisory care"; to improve the operationalization of the care supervision concept in time use measurement instruments. The exploratory study was developed by the CEGS in collaboration with COLMEX, and a specialized advisor of Women Count in Asia Pacific and members of the Expert Group for the Innovation of Time Use Surveys of the United Nations Statistics Division (UNSD). Mexico's National Gender Equality Policy was strengthened with the support of UN Women by the strategic alliance with the National Women's Institute. 195 people (188 women and 7 men) have information on the full exercise of their agrarian rights, access to land, political and community participation; 23 women members of agrarian communities in 18 states of the country strengthened their capacities and leadership in the recognition of agrarian rights and/or defense of land and territory; 99 agrarian visitors (29 women and 70 men) from 20 states in the country have the elements to generate mechanisms for accompanying and assisting ejidos and agrarian communities, integrating gender, intercultural and human rights perspectives. More than 600 women in contexts of mobility were supported and participated in activities that sought to provide them and their families with psycho-social well-being. 51 journalists from national and local media were provided with practical tools and materials to adequately cover cases of gender violence and/or femicides and information on gender violence. Knowledge products were developed to strengthen the MUCPAZ Strategy; to promote regulatory changes such as the National Care System Law; to strengthen the National Policy between Women and Men and to contribute to the strategy to prevent and eradicate sexual harassment; and the virtual course "Life without violence" was developed to provide public service personnel with elements to provide first contact care to women facing violence. The production, analysis and use of gender statistics was strengthened in Mexico and in the LAC region. In particular, the importance of having information systems on care in intergovernmental mechanisms such as the Statistical Commission of the Americas (SCA-ECLAC) and the XV Regional Conference on Women was consolidated. Likewise, National Statistics Offices (NSO) and Mechanisms for the Advancement of Women (MAW) strengthened their capacities and shared their experiences to move forward in a coordinated manner on this issue, starting from the XXIII International Meeting on Gender Statistics "Care at the center of development: statistical opportunities and challenges" and the "20th International Meeting of Information Specialists on Time Use and Unpaid Work", carried out at the INEGI headquarters in Aguascalientes, Mexico. there were more than 120 face-to-face participants, including Twelve NSO and 12 MAW; there were 600 participants by zoom and more than 2,000 virtual visits to social media networks.

#### OUTCOME XM-DAC-41146-MEX\_D\_2.1

**By 2025, the population in conditions of greatest vulnerability has access to universal health, education and culture, food, social protection and a comprehensive quality care system.**

This outcome has achieved substantial progress in 2022. The legislative and executive branches of government have increased their capabilities to formulate and implement a care strategy at the federal level, resulting in a proposal of General Law of the National Care System, and have acknowledged that care systems are an investment that enables the wellbeing of the population, employment generation, the participation of women in the formal labor market, tax revenues and increased family incomes. The Mexican government has access to evidence and knowledge products for decision-making; local governments and other countries in the region have access to inputs and methodologies, such as a methodology to estimate the costs and returns of investments in care services, to replicate them. The local government of Iztapalapa has the capacities and methodology to implement and replicate a care service for children that contributes

to children wellbeing and improved school performance and to free up time of women that allows them to engage in paid work. This was the result of a pilot, in the framework of the Joint Programme Closing Gaps: social protection for women in Mexico, replicable in other municipalities. Women domestic workers and their employers have increased their access to information on labor rights and social security through the implementation of the #EsLoJusto (Because it's fair) communications campaign, led by UN Women in Mexico in collaboration with the RCO, ILO and FAO, along with a multi stakeholder participation (government institutions, private sector, civil society organizations), to raise awareness and spread quality information on how to ensure domestic workers access to fair wages, benefits and social security and their rights.

#### OUTCOME 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.**

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

#### OUTCOME XM-DAC-41146-MEX\_D\_2.3

**By 2025, the Mexican State strengthens its capacities for adaptation and resilience to climate variability and change through multisectoral policies, programs, tools and services, with a focus on the most vulnerable groups and territories; consolidating the perspectives of interculturality, human rights and gender, which consider the integral management of water, disaster risks and based on the sustainable management of terrestrial, coastal and marine ecosystems.**

Significant progress was achieved on this outcome in 2022, since 2,040 women affected by the 2017 earthquakes in Mexico have developed sustainable and innovative businesses, through Moving Forward for Equality, a training programme that increased their personal initiative and business capacities and face to face and virtual complementary activities (webinars, trade fairs) that increased their product and services positioning skills. They have increased their weekly sales by up to 40% and businesses in many cases have become the main household income. The formation of 30 cooperatives contributes to the continuity of their businesses and reactivate the local economy. 55 women entrepreneurs mentored 625 women, sharing their best practices, contributing to the development or strengthening of innovative, sustainable and time-saving businesses. In addition, the mentoring program was considered a safe space and contributed to the strengthening of effective and affective networks between women entrepreneurs allowing a wider community reach of the program. 87 women from Tlahuac, Xochimilco, Iztapalapa and Juchitan had access to mental health support and increased their capacities and tools to address stress, anxiety, depression and violence against women. Four communities and local economies have benefited from innovative and sustainable business, as well as from the creation of 30 cooperatives and collectives and the development of community disaster risk reduction plans, that promote community cohesion and commitments in favor of the community and the environment. More women hold leadership positions in Danone through the establishment and implementation of inclusive gender-responsive recruitment and career development measures in place (34% of directors and 42% of managers are women) Families benefit from the establishment of a new parental policy that promotes the co-responsibility, used by 75% of Danoners. Women from the Moving Forward Equality Program (Avancemos por la Igualdad-API) recognized their resilience and the capacities they've developed. "I really liked everything that was the commercialization of the products," said Maria Dolores Beltrán Chávez, a woman from Oaxaca, about the dimension of the program that advises and trains business leaders in aspects related to the commercial. "What caught my attention the most is learning in finance, the costing of the product. We already had the registered trademark, we already had the process, but only with this we reaffirmed it and I think that this helped me forget about the diagnosis that made me sad and allowed me to continue working," she considered. "Learning how to afford a product, how to get it out, what the 'four Ps' of marketing were. Now I know everything about my product: the place, the price and then the other part of the publications, what a father!" Maria said. Women entrepreneurs could also interact with key representatives of private sector and government through activities in the International Women's Day framework and their participation along more than 20 thousand women that joined the Bonafont Race to raise awareness towards the importance of women's empowerment and equal opportunities. As part of the initiative, key partners from the private sector, the government, the media, and international organizations, joined the Run also proving its effectiveness as a tool for engaging key institutions with the empowerment of women and girls.

**By 2025, the Mexican State effectively implements regulatory frameworks, public policies and quality mechanisms that prevent and sanction all forms and manifestations of violence, particularly against women, girls and adolescents, to while guaranteeing access to quality services for proper care and protection for victims.**

Progress was made in this outcome in 2022. The Spotlight Initiative has contributed to qualify and proper care for victims of violence through small grants issued to local organizations, prioritizing an intersectional approach for the provision of essential services and prevention programming for victims/survivors of gender-based violence. In Guerrero, small grants were crucial for building and strengthening a network of 40 women rights defenders, indigenous and afro descendants, who adopted juridical and advocacy strategies to address cases involving girls' victims of forced marriages and other harmful practices, as well as a self-care network to prevent risks. CSOs in Chilpancingo have expanded their capacities to supply care services for survivors/victims of gender-based violence and increase their political influence. In Chihuahua and Ciudad Juárez, mothers/defenders searching for their forcibly disappeared and murdered daughters, in collaborations with historical CSOs from the women's local movement, began a project for the dignification of two memorials in Campo Algodonero, as sentenced by the Inter-American Court of Human Rights, and Arroyo el Navajo, the second emblematic case in the region. Both memorials offer a stark reminder of a painful urgency of remedies and reparation for damage. CSOs strengthen their political role with federal and municipal governments. At the State of Mexico, young women victim/survivor of sexual violence can access to care services as well as remedies and reparation measures, through an urban, peripheric young-led organization funded with small grants for recovery, safety and self-conscience of their bodies and public space appropriation through sports. Funds also contributed to reduce stigma thanks to a colorful and collaborative mural that reflects hope and reconciliation within a community in Ecatepec, largely known for a multihomicide in which 20 women were killed. Over 50 collectivities of mothers/defenders searching for their daughters in Ecatepec developed juridical and communicational skills for the advancement of the cases with local authorities. Comprehensive work has been done on normative legislation at federal and local level. The federal Congress of Mexico approved the reform of the General Law on Women's Access to a Life Free of Violence. UNW contributed to these results through supporting the development of 7 packages of reforms at federal level and three at local state level. The voice of more than 120 women's organizations and movements from the three Spotlight's states were incorporated into a wide diagnosis in which 114 suggestions were identified and clustered into 7 priority areas that helped the development of legislative proposals. UNW underpinned the analysis, design, and advocacy process to reform the General Law of Administrative Responsibilities in terms of supervision, complaints and sanctions for public servants who violate the human rights of women victims of violence, unanimously approved by the Chamber of Deputies. This reform, being reviewed by the Senate of the Republic, acknowledge the demands of survivors and CSOs, as well as important national and international sentences against Mexico. UNW also boosted the second reform to the General Law on Women's Access to a Life Free of Violence establishing comprehensive care for women in Justice Centers, mandating competent and responsible authorities to focus on providing protection, juridical and care services for women facing femicidal violence. Contributions have been made to the Federal Initiative on injuries caused by acids or corrosive substances for women victims and survivors. UNW provided technical assistance on the conceptualization of "vicarious violence", which seeks to give justice to violence against women through their daughters and sons, facing multiple situations such as separation, kidnapping and abuse. At local level, Congress of the State of Mexico and Guerrero signed a MOU within Spotlight Initiative to review and eliminate discriminatory frameworks against women and girls and enhance legal responses to prevent, address and eradicate VAWG which benefit more than 8 million girls and women in both states. The LXI Congress Legislature of the State of Mexico presented a package to modify 17 state laws to strengthen the protection of women, girls, and adolescents' rights, regarding femicide; domestic violence; disappearance of girls and women; child femicide; sexual violence; and girls, boys and adolescents in



orphanage due to femicide. Until now, five of six-packs have been analyzed, discussed, and approved by a multidisciplinary group at the State Congress, consensus has been reached to modify 37 provisions. In compliance with the National Program for Equality between Women and Men, a proposal for a femicide criminal offense model was developed, in response to the final observations of the CEDAW, in collaboration with the National Institute for Women and the National Commission to Prevent and Eradicate Violence against Women (CONAVIM). According to the concluding observations of the CEDAW to the Mexican State to strengthen the State mechanisms to systematically collect and analyze data, disaggregated by sex and age on violence against women and girls, including feminicide, the Spotlight Initiative contributed with the strengthening the National Bank of Data and Information on Cases of Violence against Women (BANAVIM for its acronym in Spanish) in the registration, use, analysis of information and its mid-term improvement. UN Women contributed to convening 7 high level dialogues with federal and local authorities . At federal level, commemorating the international Day to Eradicate Violence against women, a multi stake-holder dialogue sustained at the Mexican Senate between legislators, INMUJERES, CONAVIM, UN agencies and survivors of femicide violence for sharing testimonies on the search for justice. Two groundbreaking cases of violence against women were heard. Jesus Ochoa the brother of Digna Ochoa whose sentence has been issued by the InterAmerican Court in 2021; and Pedro Arguelli, father of Pilar Arguelli, the first case of femicide analyzed by the CEDAW. At local level, UN Women promoted horizontal dialogues with local Civil Society Organizations, UN representatives and local authorities for sharing key features of the local political context, and the exchange of good practices with small grants. Dialogues served as strategic and political space for CSOs collectivities of survivors, mother defenders and families' victims, to build a political agenda and share their territorial expertise and advocacy capacities to increase their influence and participation with local governments. Promoting safe and gender responsive work and public spaces free from VAWG. 2,233 women and the entire Danone company's community now have relevant data, two response protocols, and a toolbox with key recommendations on how to prevent and address sexual harassment against women in the workplace, as well as how to provide services and support to victims of intimate partner violence. Civil Society Organizations and the governments from the state of Coahuila and the Municipality of Iztapalapa now have a Program for Women's Access to a life free of violence based on a participatory Scoping Study that included surveys on VAWG to more than 4,600 women. More than 100 high level representatives and key partners from private sector, government institutions, and ONG's participated in the activation of UNiTE campaign , a call to action to prevent and end violence against women and girls. Audiences from social media were reached to raise awareness on the prevention and elimination of violence against women and girls: around half million views on Tik Tok through a UNiTE video in collaboration with Tik Tok's office in Mexico and the dissemination of a national widespread public radio campaign along IMER Group.

#### OUTCOME XM-DAC-41146-MEX\_D\_4.1

**Mexican State advance in the promotion, protection and respect of the full exercise of women human rights to access to justice and reparation for the entire population , especially that found in contexts of greater vulnerability, in conditions of equality and under the principle of leaving no one behind**

This outcome has reached significant progress in 2022. The Ministries of National Defense, the Navy and Public Security have a better and more informed knowledge on the barriers that their personnel face to be selected and deploy in UN Peace Operations. Three reports on the barriers that limit uniformed Mexican women's deployment in UN peace operations were elaborated through the direct participation of 1,279 (48.6% women) informants based on the Measuring Opportunities for Women in Peace Operations - MOWIP- methodology. 1,235 people in uniform (48% women) provided key information through surveys on the needs, barriers and best practices regarding gender equality and UN peace operations deployment opportunities within each security Ministry. 44 officers and high-ranking officers (38% women) contributed through in-depth interviews to identify the needs, barriers, and best practices regarding gender equality

within their own Ministries, UN peace operations deployment opportunities and challenges, and career opportunities and challenges for personnel returning from UN peace operations. The Mexican security sector has a broader knowledge of the gender barriers that uniformed women face within the federal security institutions. The Mexican security sector has a pool of best practices within each Ministry. The MOWIP Methodology, contributed to identify, systematize, and share information on the policies, procedures and other institutional measures that promotes gender equality, aim to increase women's leadership, and prevents and responds to violence against women that otherwise was blurred. The Mexican government has a clear path to strengthen its gender equality agenda within each security ministry and to increase women's nominations and deployments in UN Peace operations. Over 200 officers (30% women) from the Ministries of National Defense and the Navy, as well as personnel from the National Guard, have increased their knowledge on issues related to the Women, Peace and Security Agenda and on security with gender perspective through a series of trainings and conferences. The Federal Judiciary has high quality tools for its personnel to incorporate gender perspective and international standards on women's rights in the impartation of justice . 5,585 public servants (56% women) strengthened their capacities, knowledge and use of tools from the gender perspective for the fulfillment of the obligations of administrative, jurisdictional and public defender personnel. UN Women supported the design of a specialized 60-hour training course "Gender as a Tool for Equality" targeted to personnel from the judicial (91%), public defense (7%) and administrative areas (2%) within the Federal Judiciary Council . This course is part of the judiciary branch on the incorporation of gender perspective in the justice sector . The Federal Government has strengthened its capacities to better address the disappearances crisis with a gender perspective. With support from CO, the National Search Commission and the National Commission to Prevent and Eradicate Violence Against Women are harmonizing the protocols for the search of disappeared women and girls in coordination with local search commissions and prosecutors' offices. Those reactive mechanisms carry out an immediate search for the location of disappeared women and girls, in order to protect their lives, personal freedom and integrity, through a coordination plan between authorities of the three orders of government, that involve the media, civil society, public and private organizations, throughout the Mexican territory.

#### OUTCOME XM-DAC-41146-MEX\_D\_6.1

**By 2025, the Mexican State has a comprehensive strategy for social development, combating multidimensional poverty and inequality, with an integrated approach to human rights, gender, interculturality, life cycle and territory, which incorporates re-distributive mechanisms without leaving anyone behind.**

UN Women Mexico made strong progress on the outcome in 2022. Global Alliance for Care , convened by the National Institute of Women (INMUJERES) of Mexico and UN Women mobilized 89 organizations representing national and local governments, international organizations, private and philanthropic organizations, and civil society organizations—including grassroots women, caregivers, unions, and youth organizations—to join the Alliance at December 2022. Its strong presence at the G7 Conference on "Who cares? Gender equality and the care sector in international cooperation," CSW66, the Human Rights Council sessions, the UNGA77, and the Bali Care Economy Dialogue , has enhanced the visibility of unpaid care work. At regional level , the GAC participated in the XV Meeting of the Regional Conference on Women in Latin America and the Caribbean , focused on The Care Society as a Horizon for Sustainable Recovery with Gender Equality . The Conference resulted in the Buenos Aires Commitment , towards a Care Society in LAC. UNRISD, INMUJERES, UN Women, sponsored by IDRC, designed a digital platform to compile and share data, research and good practice to support decision-makers in the implementation of care policies and systems. The Alliance has also supported UN Women's studies on "Financing Comprehensive Care Systems. Proposals for Latin America and the Caribbean" (2022) and "Methodology for estimating the costs and economic impacts of the implementation of care services in Latin America and the Caribbean" (2022). The GAC engaged in the XXIII International Meeting on Gender Statistics, "

Care at the center of development: Opportunities and statistical challenges ,&rdquo; 5-7 October 2022, in Aguascalientes, Mexico with an interactive dialogue on progress and challenges to produce and use data and statistics on care work. The GAC promoted the creation of two communities of analysis (CoA). The first focused on public policies and care practices. Building on the innovative experiences at national level &ndash;Argentina, Spain, Mexico, Panama and Peru&ndash; and subnational level &ndash;Iztapalapa and San Pedro Garza Garc&iacute;a in Mexico&mdash;, related to the principle of co-responsibility and the creation of comprehensive care systems, financing care systems , engaging the private sector . A second CoA promoted policy dialogues and learning workshops to delve into the right to care . At national level , the legislative and executive branches have increased their capacities to formulate and implement a National System of Care and local governments have increased their knowledge and awareness of gender equality, women&rsquo;s economic empowerment and care work, through technical assistance, research agenda and decision-making tools. UN Women CO brings normative support by providing technical assistance and the production of knowledge products for evidence-based decision making, such as the methodology to estimate the costs and returns of investment in care services. The methodology was developed in coordination with the Regional Office, which was a key decision to allow its replication in other LAC countries (e.g., Dominican Republic). The strategy was complemented with operational activities, including a pilot of care service for children aged 4 to 8 in Iztapalapa, a municipality of Mexico City, that resulted in an improvement of children&rsquo;s development and 94% of women using the service having time for paid work. Nearly 60 indigenous women from 21 countries in the LAC region attended the Regional Consultation in Mexico with indigenous women leaders from the Americas region to contribute to the development of the CEDAW General Recommendation No. 39 . UN Women Mexico, in coordination with UNW RO, accompanied and facilitated the consultation jointly with OHCHR, INMUJERES, International Indigenous Women&rsquo;s Forum and UNICEF. Prior the Regional Consultation, approximately 80 indigenous women from 68 indigenous communities, authorities, leaders, defenders, activists, members of networks and organized civil society participated in the National Dialogue on the General Recommendation No. 39 which took place on May 17-18, 2022, in Mexico City, UNW collaborated with INMUJERES to facilitate the dialogue which contributed to the Regional Consultation with concrete proposals. The contributions of the consultation have been considered by the CEDAW Committee of Experts for inclusion in the General Recommendation No. 39 , approved in October. The International Cooperation Roundtable for Gender Equality in Mexico (ICRM) enhanced political dialogue with Undersecretary of Human Rights, Population and Migration from the Ministry of Interior, to discuss the situation of women human rights defenders and journalists, and discussed spaces for collaboration between international cooperation and Mexican government. 229 Women Human Rights Defenders (WHRD) and journalists from 18 States of Mexico have improved skills to develop their work, make visible their actions and build networks that allows them to enhance their results and voice as a result of UN Women together with the Swiss Embassy and the ICRM organizing the event Women at the forefront for rights and freedom of expression. 60 journalists from around the country participated at the event Journalism with a gender perspective, in collaboration with the Swedish Embassy, CIMAC and IDHEAS, a space for reflection and the use of tools on how to communicate with a gender and human rights perspective. In collaboration with the Mexican Radio Institute, UN Women launched a social media campaign with 30 videos of WHRD&rsquo;s and journalists and 20 radio capsules to draw attention to the important work of WHRD&rsquo;s and journalists do every day, disseminating their experiences in territorial work, providing support to survivors and victims, aimed at eradicating femicide violence against women and girls. Civil Society Advisory Group (CSAG) was renovated with 13 new members characterized by having an intersectional and intergenerational focus with geographic diversity. The members belong to 10 different states of the republic from the north, center and south of Mexico. Another of the objectives with the renewal of this new group was to incorporate youth and new thematic areas such as the work with LGBTIQ+ groups, women and the environment, and women with disabilities. CSAG aims to strengthen existing relationships and increase strategic dialogue with civil society at a global, regional, and national level and formally recognize it as one of the most important dialogue groups, providing a dynamic source of initiatives, ideas, analysis and innovative political perspectives. Men from universities, male parents and international institutions increased their awareness around human rights and positive masculinities, in the framework of HeforShe campaign. The communication campaign For More Present Paternities (Por M&aacute;s



#PaternidadesPresentes) launched alongside "De Machos a Hombres"; Institute and UNICEF, in collaboration with Mexico's City Secretary of Mobility, to strengthen positive masculinities. Enterprises like Danone, Unilever, Diageo, Wunderman Thompson, PepsiCO and Publicis Group joined UN Women Mexico for the promotion of socio-cultural transformation to enhance a gender equality approach without leaving any woman or girl behind, through their membership to the National Chapter of the Unstereotype Alliance; also, private sector, civil society, sports clubs, journalist and government institutions increased their awareness on the role of media in the reproduction of harmful stereotypes of women in sports, through the presentation of a study, implemented by Versus and presented with the support of UN Women.

#### OUTCOME XM-DAC-41146-MEX\_O\_1

##### **Enhanced coordination, coherence and accountability of the UN system for commitments to gender equality and women's empowerment**

UN Women strengthened the coordination with UN agencies by exchanging information on events, programs and different activities related to gender equality. The Country Office coordinated with the Swedish Embassy a workshop on positive masculinities that had the participation of three United Nations Representatives and UN Staff. UN Women contributed to enhance communication skills for members of the UNCT inter-agency gender group, with an exclusive training session with a consultant and expert in public communication. This year, UN Women successfully participated in the Programmatic forum, presenting the results and challenges of the interagency group.

#### OUTCOME XM-DAC-41146-MEX\_O\_2

##### **Increased engagement of partners in support of UN Women's mandate**

UN Women Country Office enhanced knowledge and learning management within the Office thanks to a new internal tool for mapping knowledge products for decision making. This tool will serve as a repository of knowledge products that UN Women has generated historically. As part of this effort, an internal microsite was developed and it was launched in December 2022. This Microsite centralizes and systematizes information and resources for the entire office. UN Women Country Office in Mexico has a strategic analysis of potential resource mobilization opportunities. This analysis allowed to map possible resources for the year 2023, information used to plan activities and resources in the Biennial Work Plan for the Office, approved in December, 2022.

#### OUTCOME XM-DAC-41146-MEX\_O\_3

##### **High quality of programmes through knowledge, innovation, results-based management and evaluation.**

During 2022, the initiative "De G&eacute;nero, Mole y Pozole" contributed to strengthening Mexico's UNW CO internal knowledge and communication. This was a space that to not only learn about new topics that are relevant to the Office, but to also reflect together on these topics, as a team. During 2022, the Office collaborated with UN Women's Research and Data Section, our Regional Office, and Country Offices in Brazil to co-organize the UN Women internal webinar series: Understanding gender backlash and its influence on public policies in Latin America and the Caribbean. UN Women in Mexico complied with institutional reporting and monitoring processes and standards. As part of these activities, Country Office reduced the proportion of unmapped financial resources, delivered donor reports on time and was able to develop concept notes and project proposals that comply with institutional standards in results-based

management. During the first semester of 2022 return to office premises was a challenge but, the Country Office planned it in a way that provided a smooth and secure transition to all staff, particularly in terms of hygiene measures, a safe environment and protocols for emergency situations.

#### OUTCOME XM-DAC-41146-MEX\_O\_4

##### **Improved management of financial and human resources in pursuit of results**

UN Women Country Office in Mexico's standards of security were fully, thanks to the implementation of information security standards and training activities. The staff knows how to promote security of institutional information. During 2022, 7 of UN Women partners in Mexico had an audit exercise; financial and control recommendations were given to 4 of them, and follow-up activities were planned and implemented. This year a training on Internal Control Framework (ICF) to reinforce knowledge of this topic and effective ways to apply this framework. UN Security Standards were on track during 2022, thanks to collaboration with Department of Safety and Security (UNDSS) in Mexico.