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Opportunities and Challenges: Creating Enabling Environments for Women's Access to Wage Employment - Labor Equality in Mexico

Submitted by: Mexico



**APEC Gender and Structural Reform
Workshop: Improving the Environment for
Women in the Workplace
Puerto Varas, Chile
25 August 2019**

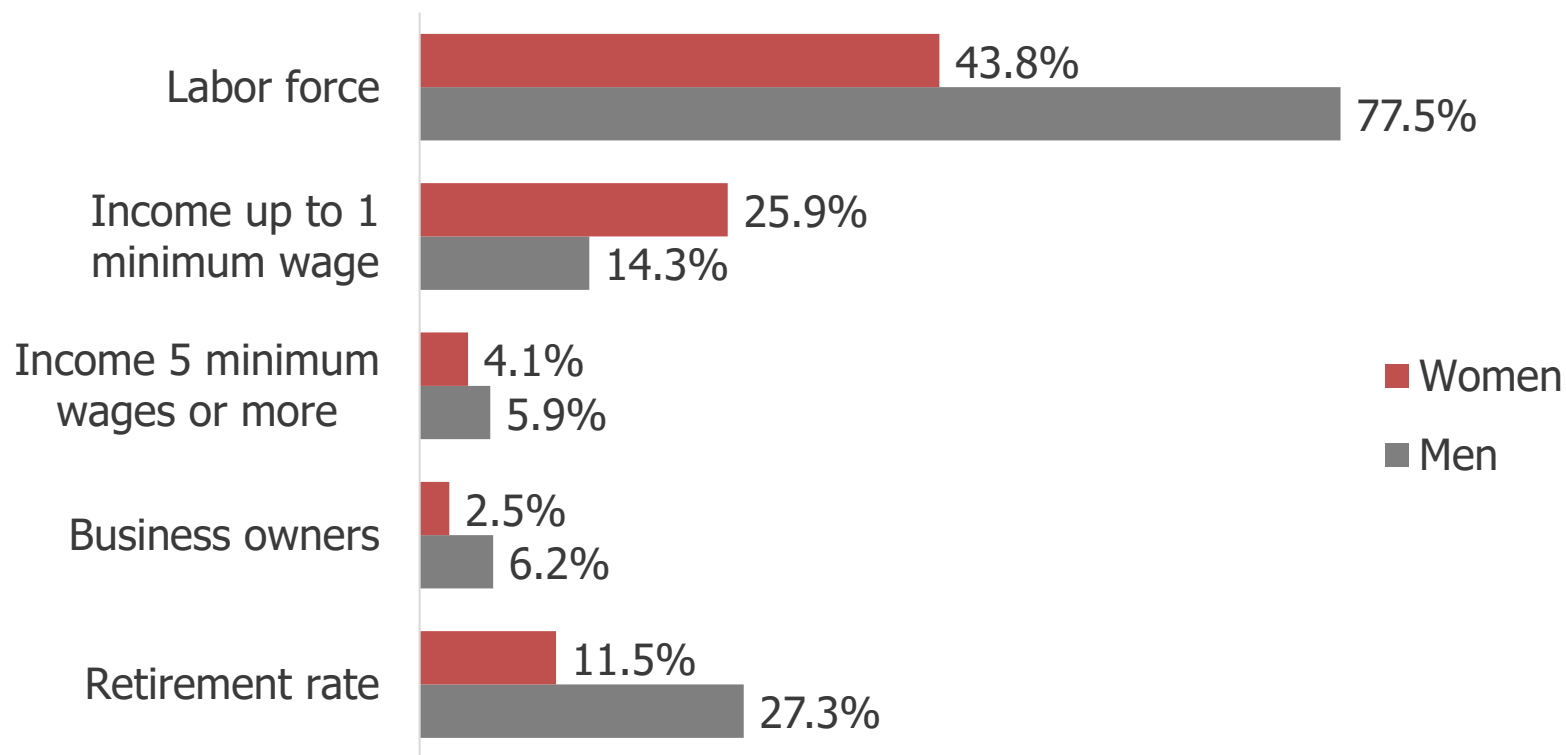


Labor Equality in Mexico

Session 3. Opportunities and Challenges: Creating Enabling
Environments for Women's Access to Wage Employment

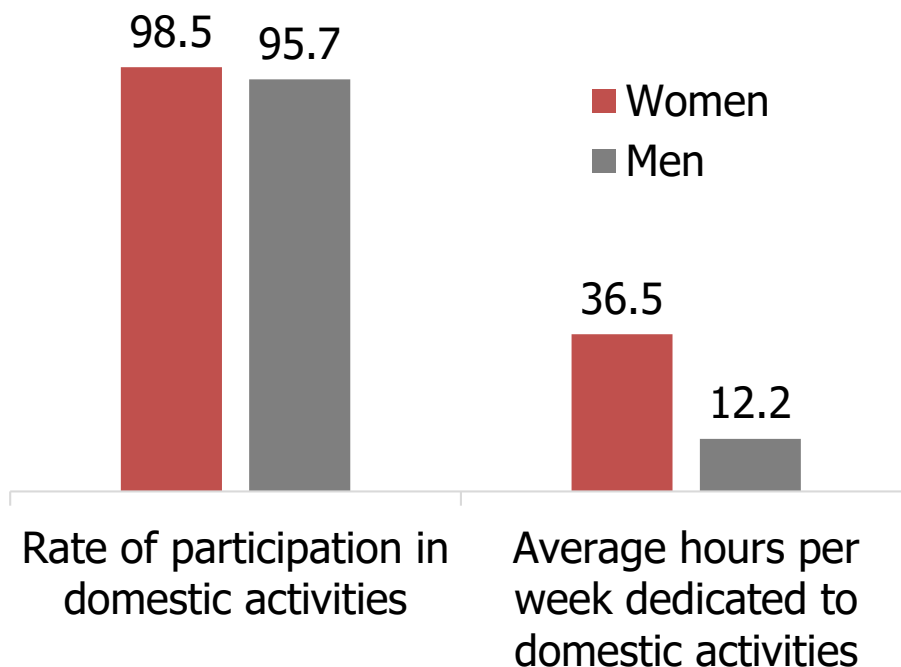
APEC Gender and Structural Reform Workshop:
Improving the Environment for Women in the Workplace
August 25, 2019 ▪ Puerto Varas, Chile

Women in Mexico's economic life

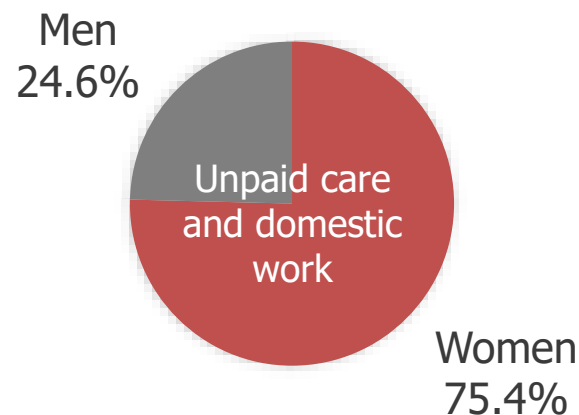


Source: Gender Indicators System. Available at: <http://estadistica.inmujeres.gob.mx/>
Data from the National Survey of Occupation and Employment 2018 and the Intercensal Survey 2015 for head of household.

Unpaid care and domestic work



- The value of unpaid care and domestic work equals 23.2% of Mexico's GDP.
- Its value is superior to any other economic activity.



Source: Gender Indicators System. Available at: <http://estadistica.inmujeres.gob.mx/>
Calculations of Inmujeres from the National Survey on Time Use 2014.
System of National Accounts of Mexico. Satellite Account of Unpaid Work of the Households 2016.
Available at: <http://www.inegi.org.mx/est/contenidos/proyectos/cn/tnrh/default.aspx>

The need for public policies to promote labor equality

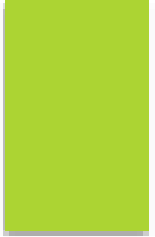



Mexico's GDP will grow 43% by 2025 if the gender gap in the labor market closes (McKinsey Global Institute).

Women experience disadvantage in the workplace.

Gender inequality has social and economic costs, which affect the development of the economies.

It is necessary to design and implement public policies to promote the access of women to employment, with equal opportunities and a complete exercise of their rights.



Promotion of egalitarian and violence-free workplaces

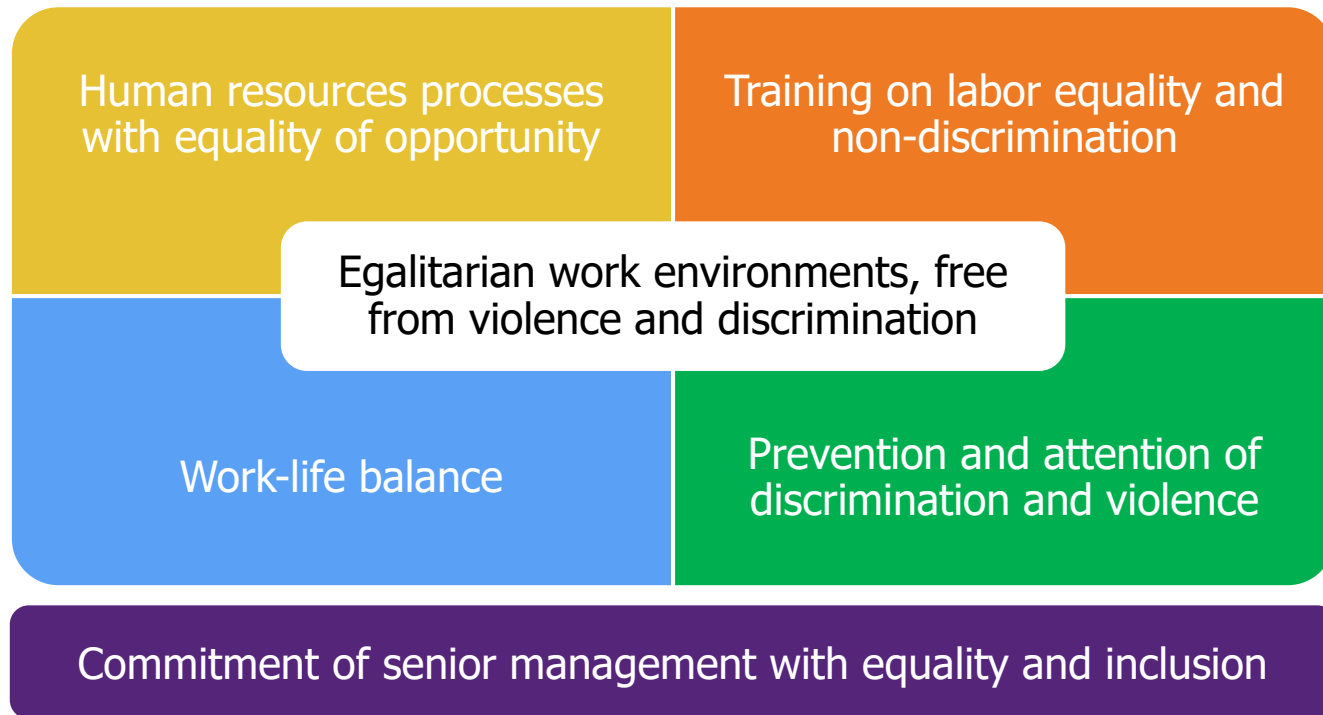
- ▶ Certification on the Mexican Standard NMX-R-025-SCFI-2015 for Labor Equality and Non Discrimination

Mexican Standard NMX-R-025-SCFI-2015 for Labor Equality and Non-Discrimination

- ▶ This non-compulsory certification establishes the basis to acknowledge public and private organizations which prove that they have processes and practices to promote equality in the workplace.
- ▶ It aims to promote access and permanence of women and minorities in the labor market with equal opportunities. Its goal is to enable an environment of respect and inclusion, improving organizational climate.
- ▶ It is a joint effort by the Ministry of Labor, the National Institute for Women and the National Council to Prevent Discrimination.
- ▶ It belongs to the Community of Practice of the Gender Equality Seal.



Pillars for egalitarian work environments, free from violence and discrimination



Requirements to obtain the certification

- Organizations must hire an accredited certification body to audit their workplace for compliance of the requirements.
- The cost depends on the size and location of the workplace.
- The certification is valid for 4 years.

1. Labor Equality and Non Discrimination Policy.
 2. Labor Equality and Non Discrimination Committee.
 3. Non-discriminatory recruitment processes.
 4. Internal audits.
 5. Work environment assessment.
 6. Code of ethics.
 7. Equal salary policy.
 8. Equal opportunities for promotion and continuation of employment.
 9. Training for all personnel with the same opportunities.
 10. Training on labor equality and non-discrimination.
 11. Inclusive and non-sexist language in all communications.
 12. Work-life balance.
 13. Accessibility in the workplace.
 14. Mechanisms to prevent and address discrimination and violence, including sexual harassment.
- ➡ Optional affirmative actions.

Benefits of the certification

- ▶ Enriches the lives of the male and female employees, and enables an environment of respect, inclusion and productivity.
- ▶ Facilitate work-life balance.
- ▶ Helps to remove obstacles for women's access to employment.
- ▶ It improves brand positioning through the use of the Labor Equality and Non Discrimination Seal.
- ▶ Offer a positive image of the organization (and its products or services) to the market and to attract talents.
- ▶ Certified employers will be given additional points in government procurement.
- ▶ Helps to accomplish a new compulsory standard on psychosocial risk factors at work (NOM-035-STPS-2018).
- ▶ Contribute to the construction of a more inclusive society.

What has and has not worked

Achievements

- ▶ It is a map of what to do to promote equality in the workplace.
- ▶ 376 certified workplaces (30% private and 70% public) with 4,858 sites all over Mexico.
- ▶ 818,850 people (46% women) benefited.
- ▶ The joint efforts of 3 ministries have generated savings and potentiated the results.
- ▶ It has been acknowledged as a good practice by Eurosocial and UNDP.

Challenges

- ▶ More promotion.
- ▶ Better brand positioning.
- ▶ Greater numeric results.
- ▶ Strength penetration into the private sector.
- ▶ Increase the coverage of the assistance given to workplaces.

Other outstanding experiences

- ▶ Reform to the Federal Law on Labor
- ▶ Protocol for the prevention and attention of sexual harassment in the Federal Government

Federal Law on Labor

- ▶ Previously, this law had key concepts for gender equality: equality between women and men, sexual harassment, equal salary, prohibition of non-pregnancy certificates, maternity and paternity leaves.
- ▶ New aspects in the reform (May/June/July) of 2019:
 - ▶ Protection of workers with family responsibilities
 - ▶ License for taking care of children with cancer
 - ▶ Protocol to prevent gender discrimination and sexual harassment
 - ▶ Better conditions for domestic workers
 - ▶ Gender equality in union elections

Protocol for the prevention and attention of sexual harassment in the Federal Government

- ▶ The protocol's goal is the uniform and effective implementation of procedures to prevent, address and punish sexual harassment in the Federal Government.
- ▶ Provides specialized support to the alleged victim through a certified counselor.
- ▶ Establishes cautionary measures to protect the alleged victim.
- ▶ Keeps statistics on the occurrence of sexual harassment, collected by the Ministry of Public Administration.
- ▶ Available at: <http://cerotolerancia.inmujeres.gob.mx>
- ▶ Application guide:
http://cedoc.inmujeres.gob.mx/documentos_download/20678.pdf



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Women's economic empowerment is essential to achieve gender equality.
We urgently need a labor market without discrimination and violence,
in which our rights are respected.