



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

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**Committee on the Elimination of Discrimination  
against Women**

**Consideration of reports submitted by States parties under  
article 18 of the Convention on the Elimination of All Forms  
of Discrimination against Women**

**Combined seventh and eighth periodic report of States parties**

**Mexico\***

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\* In accordance with the information transmitted to States parties regarding the processing of their reports, the present document was not edited before being sent to the United Nations translation services.



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## Acronyms and abbreviations

AIDS	Acquired immune deficiency syndrome
ALDF	Legislative Assembly of the Federal District
BANJERCITO	Banco Nacional del Ejército Fuerza Aérea y Armada, S.N.C.
CDI	National Commission for the Development of Indigenous Peoples
CENSIDA	National Centre for HIV/AIDS Prevention and Control
CFE	Federal Electricity Commission
CIPSTP	Interagency Commission to Prevent and Punish Trafficking in Persons
CJF	Federal Judiciary Council
CNDH	National Commission on Human Rights
CNEGSR	National Centre for Gender Equity and Sexual and Reproductive Health
COFIPE	Federal Code of Electoral Institutions and Procedure
CONACYT	National Science and Technology Council
CONAFOR	National Forestry Commission
CONAGO	National Conference of Governors
CONAGUA	National Water Commission
CONAPO	National Population Council
CONAPRED	National Council to Prevent Discrimination
CONAVI	National Housing Commission
CONAVIM	National Commission to Prevent and Eradicate Violence against Women
CONEVAL	National Social Development Policy Evaluation Council
CONOCER	National Council for Standardization and Certification of Occupational Skills
CPF	Federal Criminal Code
CPTM	Tourism Promotion Council of Mexico
CSEC	Commercial sexual exploitation of children
CSOs	Civil society organizations
DF	Federal District

DGEDE	General Directorate for Statistical Evaluation and Development (INMUJERES)
DGIFT	Federal Labour Inspection Directorate
DIF	System for Integral Family Development
DOF	<i>Diario Oficial de la Federación</i> (the Official Federal Gazette)
ECLAC	Economic Commission for Latin America and the Caribbean
EDUSAT	Educational Television Satellite Network
ENOE	National Occupation and Employment Survey
ENUT	National Time Use Survey
FEVIM	Special Prosecutor for Crimes of Violence against Women
FEVIMTRA	Special Prosecutor for Crimes of Violence against Women and Trafficking in Persons
FIFONAFE	National Communal Lands Development Trust Fund
FOMMUR	Micro-Finance Fund for Rural Women
FONACOT	National Workers' Consumption Fund
FONAES	<i>Fondo Nacional de Empresas en Solidaridad</i> (National Support Fund for Solidarity Enterprises)
FONATUR	National Tourism Development Fund
FONHAPO	National Popular Housing Trust Fund
FOVISSSTE	Housing Fund of the ISSSTE
FPA	Federal Public Administration
FPGC	Fund for Protection against Catastrophic (Health) Expenses
GDF	Government at the Federal District
GEM	Gender Equity Model
GEP	Gender (Equality) Perspective
HDI	Human Development Index
HPV	Human papilloma virus
IFE	Federal Electoral Institute
ILO	International Labour Organization

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IMEF	State Women's Bureau
IMER	Mexican Radio Institute
IMSS	Mexican Social Security Institute
IMTA	Mexican Institute for Water Technology
INAFED	National Institute for Federalism and Municipal Development
INDESOL	National Institute for Social Development
INE	National Ecology Institute
INEA	National Adult Education Institute
INEGI	National Institute of Statistics and Geography
INFONAVIT	Institute of the National Workers' Housing Fund
INM	National Migration Institute
INMUJERES	National Women's Institute
INMUJERES-DF	Women's Institute of Mexico City
INSP	National Institute of Public Health
IPN	National Polytechnic Institute
ISSFAM	Social Security Institute of the Mexican Armed Forces
ISSSTE	Government Employee Social Security and Services Institute
LFPED	Federal Act to Prevent and Eliminate Discrimination
LFT	Federal Labour Act
LGAMVLV	General Act on Women's Access to a Life Free of Violence
LGIMH	General Act for Equality between Women and Men
LPSTP	Pact to Prevent and Punish Trafficking in Persons
MDG	Millennium Development Goals
NMILMH	Mexican Standard for Occupational Equality between Women and Men (NMX-R-025-SCFI-2009)
NOM	Mexican Official Standard
OAS	Organization of American States
OREVIS	State housing agencies

PAIMEF	Programme for Women's Bureaus in the Federative Entities
PAN	<i>Partido Acción Nacional</i> (political party)
PCI	Institutional Culture Programme
PCIAPF	Institutional Culture Programme of the Federal Public Administration
PCS	Social Co-investment Programme
PDHO	The “ <i>Oportunidades</i> ” (“Opportunities”) Human Development Programme
PEF	<i>Presupuesto de Egresos de la Federación</i> (Federal Budget)
PEMEX	<i>Petróleos Mexicanos</i> (national oil company)
PFRI	Regional Indigenous Funds Programme
PFTPEG	Programme for Mainstreaming the Gender Perspective
PGJDF	Office of the Attorney General of the Federal District
PGJEM	Office of the Attorney General of Mexico State
PGR	Office of the Federal Attorney General
PIBAI	Basic Service Infrastructure Programme for Indigenous Peoples
PI-O	IMSS- <i>Oportunidades</i> Programme
PIPASEVM	Comprehensive Programme to Prevent, Treat, Punish and Eradicate Violence against Women
PJE	State Prosecutor General's Office
PJF	Federal Judiciary
PND	National Development Plan
PNDH	National Human Rights Programme
POPMI	Productive Organization Programme for Indigenous Women
PRD	<i>Partido de la Revolución Democrática</i> (political party)
PREVIOLEM	Teacher training programme for preventing violence against women
PRI	<i>Partido Revolucionario Institucional</i> (political party)
PROCAPI	Programme for Coordination of Support to Indigenous Production
PRODICI	Programme for Integral Development of Indigenous Culture



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PROFEPA	<i>Procuraduría Federal de Protección al Ambiente</i> (Federal Environmental Protection Agency)
PROIGUALDAD	National Programme for Equality between Women and Men 2008-2012
PROMUSAG	Programme for Women in the Agricultural Sector
PRONABES	National Programme of Scholarships for Higher Education
PRONAFIM	National Micro-Enterprise Finance Programme
PRONASA	National Health Programme
PROSESA	Health Sector Programme
PT	<i>Partido del Trabajo</i> (political party)
PVEM	<i>Partido Verde Ecologista de México</i> (political party)
SAGARPA	Ministry of Agriculture, Livestock, Rural Development, Fisheries and Food
SCJN	Federal Supreme Court of Justice
SCT	Ministry of Communications and Transport
SE	Ministry of Economy
SECTUR	Ministry of Tourism
SEDENA	Ministry of National Defence
SEDESOL	Ministry of Social Development
SEGOB	<i>Secretaría de Gobernación</i> (Ministry of the Interior)
SEM	Mexican Foreign Service
SEMAR	Ministry of the Navy
SEMARNAT	Ministry of Environment and Natural Resources
SENER	Ministry of Energy
SEP	Ministry of Public Education
SFP	Ministry of the Public Service
SHCP	Ministry of Finance and Public Credit
SHF	<i>Sociedad Hipotecaria Federal</i> (Federal Mortgage Corporation)
SICEDAW	Interactive System for Monitoring the Convention on the Elimination of All Forms of Discrimination against Women

SIEDO	Office of Special Investigations into Organized Crime
SNDIF	National System for Integral Development of the Family
SNIMH	National System for Equality between Women and Men
SNPASEVM	National System to Prevent, Treat, Punish and Eradicate Violence against Women
SNS	National Health System
SP	<i>Seguro Popular</i> (“People’s Insurance” = SPSS)
SPSS	Social Health Care System
SRA	Ministry of Agrarian Reform
SRE	Ministry of Foreign Relations
SSA	Ministry of Health
SSP	Ministry of Public Security
STI	Sexually transmitted infections
STPS	Ministry of Labour and Social Security
TEPJF	Federal Elections Tribunal
TSM	Temporary special measures
UAM	<i>Universidad Autónoma Metropolitana</i>
UM	Medical unit
UNAM	<i>Universidad Nacional Autónoma de México</i>
UNDP	United Nations Development Programme
UNHCHR	Office of the United Nations High Commissioner for Human Rights
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNODC	United Nations Office on Drugs and Crime
VIH	Human immunodeficiency virus

## I. Introduction

1. In compliance with article 18 of the Convention on the Elimination of All Forms of Discrimination against Women and the recommendation of the Committee on the Elimination of Discrimination against Women to the Mexican State contained in paragraph 42 of its Concluding Comments on Mexico's sixth periodic report (CEDAW/C./MEX/CO/6), Mexico presents its combined seventh and eighth reports on implementation of the Convention.

2. In accordance with the Committee's new guidelines, the report presented here covers the period from August 2006 to September 2010. It has been structured to take account of progress and obstacles in applying the 16 substantive articles of the Convention, as well as the general recommendations issued to date by the Committee. At the same time, it offers a specific accounting of the status of implementation of each of the Committee's recommendations to the Mexican State on the basis of its sixth periodic report. This approach made it possible to consolidate the information presented, in observance of the new guidelines.

3. This report is the result of a wide-ranging, dynamic and participatory effort involving various players and sectors of the Mexican State. The preparation and integration of information was coordinated by the National Women's Institute (INMUJERES), as the lead body on gender issues at the national level.

4. Mexico today has new frameworks for action, flowing from the General Act on Equality between Women and Men and the General Act on Women's Access to a Life Free of Violence, the instruments and mechanisms of which allow for implementing and monitoring the Convention and the Committee's recommendations within the branches of the federal State and at all three levels of government.

5. The Commission for Monitoring Compliance with the Convention was established within this new framework, as part of the National System for Equality of Opportunities between Men and Women (SNIMH), through which the executive branch has put into effect the methodology for preparing this combined report. As an innovative methodology, it created a virtual space for interaction with that commission, through which specific information was provided for preparing the report. The final document was previously validated by all participants and sectors involved in compiling it.

6. The report also includes information from various de-concentrated bodies, the *entidades federativas* ["federative entities", i.e. the 31 states of the Mexican Federation plus the Federal District, hereinafter referred to as "the states" unless the context calls for further precision] through their mechanisms for the advancement of women, and the legislative and judicial branches, with which bilateral and open dialogue was maintained. Civil society organizations (CSOs) were consulted through the Advisory and Social Councils of INMUJERES, its consulting and advisory bodies, and the analysis and assessment of public policies and programmes.

7. The relevance, quality and quantity of information received and processed by INMUJERES for input into the report led to preparation of a wide-ranging Annex, which the Mexican State thinks it important to bring to the attention of the Committee of Experts, as a reflection of the work and progress achieved at the state level and as a disaggregation of data on the topics addressed in the body of the

report, among other things, which also responds to the Committee's recommendations and its new guidelines.

8. Thirty years after Mexico's ratification of the Convention as a binding legal instrument, the Convention and its mandates have been incorporated and mainstreamed in the institutional and legal framework of our country. Examples can be found in the General Act on Equality of Opportunities between Women and Men, the inclusion of Pillar 3, "Equality of Opportunities", in the National Development Plan 2007-2012 (PND), the National Programme for Equality between Women and Men 2008-2012 (PROIGUALDAD, "Pro-Equality"), and the processes of legal harmonization. As well, the international context is considered in the preparation of plans and programmes.

9. In response to the Committee's recommendations to the Mexican State, this report emphasizes issues such as legislative harmonization, the eradication of all forms of violence against women, women's participation in decision-making, the eradication of poverty, access to health services, especially for sexual and reproductive health, and incorporation and mainstreaming of the gender perspective in plans and programmes.

10. Mexico has strengthened and consolidated its legal and institutional structures as well as its interagency work in pursuit of equality. Nevertheless, and although it has created conditions and irreversible transformations for constructing a true culture of equality, the Mexican State recognizes that there are still challenges that will require the joint commitment and determination of all players and sectors.

## **II. Articles 1 and 2**

11. This section contains information on the principles of equality and non-discrimination and their incorporation into prevailing legislation; it also responds to recommendations 9, 11, 13, 15 and 19 from the concluding observations of the Committee on the sixth periodic report of Mexico, and General Recommendations 12, 19 and 25.

### **A. Principles of non-discrimination and equality**

12. Article 1 of the Mexican Constitution<sup>1</sup> prohibits discrimination and incorporates the definition in article 1 of the Convention into the Federal Act to Prevent and Eliminate Discrimination (LFPED)<sup>2</sup>.

13. The crosscutting themes indicated in the PND for the construction of public policies are: mainstreaming the gender perspective, equality between women and men, and the elimination of any form of discrimination based on gender. Consistent with recommendation 19 from the Committee's concluding observations, the

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<sup>1</sup> Amended by decree published in the Official Gazette (DOF) of 4 December 2006, replacing the term "different abilities" with the term "disabilities"

<sup>2</sup> Under the Act, discrimination means any distinction, exclusion or restriction based on ethnic or national origin, sex, age, disability, social or economic status, medical condition, pregnancy, language, religion, opinion, sexual orientation, marital status or any other ground and that has the effect of preventing or nullifying the recognition or exercise of the rights and truly equal opportunities of persons.

principle of equality is incorporated in the PND<sup>3</sup>, in the General Act for Equality between Women and Men (LGIMH) and in the National Programme for Equality between Women and Men 2008-2012 (PROIGUALDAD). With respect to General Recommendation 25, this principle has been promoted through the National Accord on Equality between Women and Men.<sup>4</sup>

14. Attention should be drawn to equality programmes in the federal public administration (FPA)<sup>5</sup> and to the fact that, since 2008, the Federal Budget Decree (*Decreto de Presupuesto de Egresos de la Federación*, PEF) makes it mandatory to promote equality of opportunities through incorporation of the gender perspective in the design, preparation, application, monitoring and evaluation of programmes and their outcomes.

15. The National Council to Prevent Discrimination (CONAPRED) has been enforcing the equality and antidiscrimination policy since 2003. This has resulted in a total of 237 complaints (*quejas*)<sup>6</sup>, of which 21 were resolved through conciliation, and a total of 182 claims (*reclamaciones*)<sup>7</sup>, of which 45 were resolved through conciliation, involving charges of discrimination against women during the period from 1 September 2006 to 23 June 2010 (see Annex I, section A).

## B. Legislative harmonization

16. With respect to recommendation 9 from the Committee's concluding observations, the PROIGUALDAD strategy specifies as follows (1.6): "pursue the harmonization of national legislation in a manner consistent with international treaties and conventions, in coordination with the three branches of the states and the mechanisms for the advancement of women."

17. In addition, INMUJERES has contributed to harmonizing systems and laws against violence at the state level, and has established a permanent working agenda with the executive, legislative and judicial branches of the federal and state levels, entities of the FPA, women's bureaus in the states (IMEFs) and civil society organizations. Specifically, this is done through the MVVG Fund, belonging to INMUJERES<sup>8</sup>, which provides support for state mechanisms for the advancement of women in providing integral care for female victims of gender violence, and the Support Programme for Women's Bureaus in the Federative Entities (PAIMEF),

<sup>3</sup> Under Pillar 3.5, Equality between Women and Men.

<sup>4</sup> As of May 2010, the governments of the 31 states, the DF and 373 municipios had signed the accord.

<sup>5</sup> Programme for Equality between Women and Men (*Programa para la Igualdad entre Mujeres y Hombres*) 2008-2012 (SEDENA); Programme for Equality of Opportunities (*Programa para la Igualdad de Oportunidades*, SEMAR); Programme for Gender Equality and Environmental Sustainability (*Hacia la Igualdad de Género y la Sustentabilidad Ambiental*) 2007-2012, (SEMARNAT); Programme for Equality between Women and Men 2010-2012 (SEGOB); Programme for Equality between Women and Men (CNDH); Programme for Equality of Opportunities (SFP); as well, the Labour and Social Security Sector Programme 2007-2012 (STPS) outlines the Occupational Equality Policy, in the context of which the Mexican Standard for Occupational Equality between Women and Men has been created.

<sup>6</sup> Where the alleged offender is a private party.

<sup>7</sup> Where the alleged offender is a federal public servant.

<sup>8</sup> The MVVG Fund was in effect only during 2008. The next year saw establishment of the Fund to Foster Mainstreaming of the Gender Perspective 2009.

belonging to the National Institute of Social Development (INDESOL) (see Chapter III, below).

18. Within the legislative branch, the Centre for Studies on the Advancement of Women and Gender Equity (CEAMEG) has established at the webpage of the Chamber of Deputies a database systematizing legislative initiatives and points of agreement on gender issues, as well as proposed legislative reforms to introduce the gender perspective in criminal, civil and family law in all states of the country.

19. With respect to equality and non-discrimination<sup>9</sup>, as of May 2010, 22 states had incorporated the principle of equality into their constitutions, and 25 had so incorporated the principle of non-discrimination; 16 states have laws to prevent and eradicate discrimination<sup>10</sup>, and discrimination has been made a criminal offence in 13 federated entities of the country<sup>11</sup>. Moreover, 19 states have a law on equality between women and men: of these, one has accompanying regulations and five have a state system (see Annex I, section B).

20. With respect to violence, 32 states<sup>12</sup> have a state law consistent with the General Act on Women's Access to a Life Free of Violence (LGAMVLV); 24 have regulations and 30 have a state system<sup>13</sup>. Currently, 30 states<sup>14</sup> and the Federal District (DF) have made family violence a crime; in 30 of those entities this is deemed grounds for divorce, and in 21 rape within a marriage or de facto union is deemed a crime. There remains the challenge of harmonizing civil and criminal legislation, procedures, responsibilities of public servants and municipios, among other matters.

21. With respect to trafficking in persons, as of June 2010 four states had published laws to prevent and punish this crime, and two had issued regulations (see Annex I, section B)<sup>15</sup>. The penal codes of 31 states make human trafficking a crime (see Annex III).

22. With respect to Committee recommendation 11, concerning coordination and monitoring mechanisms to ensure the effective harmonization and implementation of gender equality programmes and policies, and enforcement of the LGIMH, in 2007 the National System for Equality between Women and Men (SNIMH) was established (see Chapter III below); it is overseen by the National Commission on Human Rights (CNDH) and coordinated by INMUJERES.

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<sup>9</sup> Consistent with General Recommendation 18, Mexico was a sponsor of the Convention on the Rights of Persons with Disabilities, ratified on 17 December 2007.

<sup>10</sup> Baja California Sur, Campeche, Coahuila, Colima, Chiapas Chihuahua, DF, Durango, Guerrero, Hidalgo, Estado de México, Michoacán, Nayarit, San Luis Potosí, Tamaulipas and Zacatecas.

<sup>11</sup> Aguascalientes, Baja California Sur, Campeche, Coahuila, Colima, Chiapas, Chihuahua, DF, Durango, Oaxaca, Quintana Roo, Tlaxcala and Veracruz.

<sup>12</sup> In the case of Guanajuato, the Act to Prevent, Treat and Eradicate Violence provides protection for boys and girls, youth, women, older adults, the disabled and all persons who, because of their physical, mental, legal or social condition, require specialized services of care and protection.

<sup>13</sup> The state system of Guanajuato is based on the Act to Prevent, Treat and Eradicate Violence, which as noted earlier includes women as persons needing protection.

<sup>14</sup> Tlaxcala is the only state that has not made domestic violence a crime.

<sup>15</sup> DF, Chiapas, Tlaxcala and Tabasco have laws in this area. The State of Puebla has a draft law on human trafficking.

23. In follow-up to the same recommendation, during 2008-2010 the CNDH received a cumulative budget of 52.9 million pesos (the equivalent of US\$4.4 million); 12.1 million pesos (US\$1.01 million) to address issues relating to women, children and the family; and 40.8 million pesos (US\$3.4 million) to promote, disseminate, implement, monitor and evaluate the national policy regarding equality between women and men.

24. With respect to recommendation 13 from the Committee's concluding observations, the approval of draft laws in Mexico is subject to the legislative calendar. Each parliamentary group establishes its own agenda, which includes priorities with respect to equality, gender equity and women's human rights. The Equity and Gender Committee of the Chamber of Deputies compiles all those agendas into an annual programme on which it bases priorities<sup>16</sup>. During the 61st legislative session lines of action were established for the period October 2009 to August 2010, in order to fulfil objectives relating to gender equity and women's human rights.<sup>17</sup>

### C. Violence against women

25. With respect to General Recommendations 12 and 19 of the Committee, and its recommendation 15 on the sixth periodic report of Mexico, combating violence against women is a priority in the struggle against discrimination and inequality<sup>18</sup>.

26. The specific institutions addressing these issues are the Special Prosecutor's Office (*Fiscalía Especial*) for Crimes of Violence against Women and Trafficking in Persons (FEVIMTRA) of the Federal Attorney General's Office (*Procuraduría General de la República*, PGR) and the National Commission for the Prevention and Eradication of Violence against Women (CONAVIM) of the Ministry of the Interior (*Secretaría de Gobernación*, SEGOB). The Special Committee to Consider and Monitor Investigations of Femicide in Mexico, of the Chamber of Deputies, oversees government actions in this area.

27. The LGAMVLV published in February 2007 and its regulations, published in March 2008, distribute powers in this area among the three levels of government, and require the design of a comprehensive policy, through creation of a National System to Prevent, Treat, Punish and Eradicate Violence against Women (SNPASEVM) and a Comprehensive Programme to Prevent, Treat, Punish and Eradicate Violence against Women (PIPASEVM).

28. In 2007 the SNPASEVM was established to promote interagency efforts to prevent, treat, punish and eradicate violence against women. It currently has 45

<sup>16</sup> It should be noted that many legislative initiatives are vetted by other parliamentary committees in addition to the Equity and Gender Committee.

<sup>17</sup> On 8 April 2010 the Senate approved a draft decree amending articles 1, 3, 11, 15, 18, 29, 33, 89 and 102 of the Mexican Constitution, with respect to human rights. According to procedural rules, this draft decree was then sent to the Chamber of Deputies for consideration of the Senate's proposed amendments..

<sup>18</sup> As established in the National Development Plan, PROIGUALDAD and the National Human Rights Programme.

members, including units of the FPA, the IMEFs and invited bodies<sup>19</sup>. In the course of its meetings it has instituted commissions to prevent, treat, punish and eradicate violence against women<sup>20</sup>, an advisory commission for issuing warnings of gender violence, and a multidisciplinary, interagency group to study and analyze the possible issuance of a gender violence warning. As well, a national database on cases of violence against women has been established, and there has been further work on preparing the PIPASEVM, the National Diagnosis and the Models for preventing, treating, punishing and eradicating violence against women, and the directory of services for female victims of violence has been updated.

#### **1. Actions to address violence against women**

29. In April 2009 the Mexican Official Standard NOM.-046-SSA2-2005, "Domestic and sexual violence and violence against women. Criteria for prevention and treatment" was updated. In order to reflect the new regulatory framework, the Integrated Model for Prevention and Treatment in Relation to Domestic and Sexual Violence was updated and five protocols were defined for providing care and psycho-emotional support to victims, depending on the type of violence. Through the 278 specialized units for treating domestic and gender violence, installed in the 32 states, the Health Ministry (SSA) provided specialized care to 287,210 women suffering from severe domestic violence between September 2006 and August 2010.

30. Between 2008 and 2009 the National Commission for the Development of Indigenous Peoples (CDI) promoted the creation of eight "Indigenous Women's Centres" (*Casas de la Mujer Indígena*) and upgraded the five created in 2003, with a view to treating violence against indigenous women and protecting their sexual and reproductive health, with funding in the amount of 15 million pesos (US\$1.26 million).

31. Shelters and care centres for female victims of violence are operated by the IMEFs and by CSOs (see Annex I, sections C and D). The SSA earmarked 202.9 million pesos (US\$17.77 million) between 2008 and 2010 for shelters operated by CSOs and public institutions, which benefited more than 4,700 women in 23 states. INDESOL, through the Social Co-Investment Programme (PCS), has issued two calls for tenders to support projects of this kind, and has allocated funding of more than 17 million pesos<sup>21</sup> (US\$1.37 million) to 39 CSOs that have benefited 9,619 women (see Annex I, section E); and through PAIMEF it provided funding between

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<sup>19</sup> SEGOB chairs the System and INMUJERES is its Executive Secretariat. The other members of SNPASEVM are: Ministry of Social Development (SEDESOL), SSP, PGR, Ministry of Public Education (SEP), Ministry of Health, CONAPRED, National System for Integral Development of the Family (SNDIF) and the 32 state women's offices. The Ministry of Foreign Relations (SRE), STPS, the CDI and, more recently, the Federal Judiciary participate as invited guests.

<sup>20</sup> On 20 August 2008 the SNPASEVM formally installed the Commissions on Prevention (chaired by the Ministry of Public Education), Treatment (Chaired by the Ministry of Health), Punishment (chaired by the PGR), and Eradication, chaired by SEGOB.

<sup>21</sup> INDESOL is also supporting shelters and outpatient centres through other PCS initiatives: these include Strengthening Gender Equity, Social Assistance, General Promotion, Investigation, etc.



2007 and 2010 in the amount of 225.16 million pesos (US\$19.03 million) under its "programme D"<sup>22</sup> (see Annexes XI, XII and XIII).

## **2. Budget and funding for addressing violence against women**

32. Between 2008 and 2010 a budget of 2,665.1 million pesos (US\$222.5 million) was allocated to address violence against women, representing 9.89% of the budget earmarked for women and gender equality (PEMIG).

33. Through the Programme for Mainstreaming the Gender Perspective (PETPEG), 22 IMEFs have equipped and reinforced care centres for female and child victims of violence; 38 mobile care centres were created in communities in 16 states; 12 states updated their hotlines for victims of gender violence; 26 studies and analyses of gender violence were conducted, and there were 18 campaigns to promote women's access to justice.

34. The PROEQUIDAD ("Pro-Equity") Fund provided support between 2007 and 2009 amounting to 10.1 million pesos (US\$829,000) to 42 CSOs in 17 states. The main activities involved legal advice and assistance, psychological therapy, shelters for women and their children, and prevention strategies, which included dissemination of the right to a life free of violence, training for community promoters, and access to justice in cases of domestic violence.

35. Through PAIMEF, INDESOL distributed 724.5 million pesos (US\$61.7 million) between 2006 and 2010 (see Annex I, section F) in support of actions to prevent, detect and treat violence against women.

## **D. Prevention and eradication of sexual harassment**

36. Chapter XI of this report describes steps taken to eradicate sexual harassment in the workplace. The Supreme Court of Justice (SCJN) and the Federal Council of the Judiciary (CJS) have held a series of workshops for preventing, investigating and punishing sexual harassment in the workplace, and the Supreme Court is about to complete preparation of a protocol of good practices in this area.

37. In the schools, the Federal Administration of Education Services in the Federal District has a unit dealing with child mistreatment and sexual abuse (UAMASI) which handles complaints from 5,800 public primary and secondary schools. Special mention should be made of a campaign launched in 2009 to prevent, treat and punish harassment in the National Polytechnic Institute (IPN), which sparked the reporting of 75 cases of sexual harassment, five of which were referred to the public prosecutor, and caused the dismissal in March 2010 of a director of that institution.

38. The Education Ministry (SEP) has a module for guidance, prevention and treatment of gender violence (MOPAV) through which it offers guidance to educational staff in situations of gender violence. As well, INDESOL has a guidance office relating to domestic and sexual violence against women (OOFV), and the

<sup>22</sup> The PAIMEF rules of procedure indicate four financing programmes: programme D deals with creating or strengthening shelters, transit houses, outpatient centres, mobile units, guidance and care modules, telephone help lines, information counters, and other modalities of specialized care directed at women and children in situations of violence, with a view to promoting their independence and empowerment. The services must include free guidance and care in legal and psychological matters, social work and medical referrals.

Ministry of Foreign Relations (SRE), in coordination with the Government Employee Social Security and Services Institute (ISSSTE) has established a psychological care module for its personnel in cases of gender-based violence. The Ministry of National Defence (SEDENA) has introduced a mechanism for prevention, treatment and punishment in cases of sexual harassment.

## **E. Femicide and institutional violence against women**

39. The LGAMVLV defines *feminicidio* ("femicide")<sup>23</sup> and institutional violence against women, and establishes a gender violence alert warning<sup>24</sup> as the set of emergency actions to guarantee women's safety. In 2006 the Chamber of Deputies approved the initiative to make femicide a crime, and it is now pending approval by the Senate. At the federal and state levels alike, femicide is still not classified as a separate crime<sup>25</sup> (see Annex I, section G).

40. To prevent violence against women the Ministry of the Navy (SEMAR), the Ministry of Public Security (SSP), SEDENA and the PGR have incorporated the gender focus into their activity programmes as a way of influencing the conduct of their agents.<sup>26</sup>

## **F. Access to justice**

41. Consistent with recommendation 15 from the Committee's concluding observations, efforts continue with the federal judiciary (PJF) to promote women's access to justice. From 2006 until May 2010 the PJF trained 3,226 women and 2,456 men, nationwide, in human rights, gender violence and non-discrimination, and provided professional instruction on dispensing justice with a gender perspective to 418 legal advisors, magistrates and judges. With respect to assessment, the CJF found that public servants with judicial functions were unfamiliar with international treaties, and consequently training activities are now part of its regular internal agenda.

### **1. The events in San Salvador Atenco**

42. With respect to the events of 3 and 4 May 2006 in San Salvador Atenco, Mexico State, the Special Prosecutor responsible for handling offences involving

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<sup>23</sup> *Feminicidio* is defined as "the extreme form of gender violence against women, resulting from violation of their human rights, in the public and private spheres, consisting of the set of misogynist conducts that may entail social and State impunity and may culminate in murder and other forms of violent death of women."

<sup>24</sup> Article 22 of the LGAMVLV establishes this definition. The regulations to that Act establish the conditions that must be demonstrated in order to issue a gender violence warning and lay charges of aggravated assault.

<sup>25</sup> The State of Guerrero makes femicide a crime in its local legislation. However, its Code of Criminal Procedures stipulates no penalty for committing that crime.

<sup>26</sup> Under the National Public Security Programme (PNSP) 2008-2012, the SSP has a gender equity programme through which it sensitizes personnel to the prevention of domestic and gender violence. On 19 April 2010 that Ministry's Committee on Internal Regulatory Improvement (COMERI) approved a protocol for police action in cases of gender violence.

acts of violence against women (FEVIM)<sup>27</sup>, and subsequently FEVIMTRA, have taken various steps to clarify the facts.<sup>28</sup>

43. In May 2008 the Chamber of Deputies adopted a resolution urging the government of Mexico State and FEVIMTRA to deal promptly and expeditiously with complaints of sexual abuse as a result of those operations; it also urged the CNDH to issue precautionary measures to guarantee the safety and the physical and psychological integrity of the women who were sexually abused; and the SCJN was urged to take a clear stand on the matter. The Senate issued a similar call<sup>29</sup> to the government of Mexico State and FEVIMTRA.

44. In June 2008 the Attorney General of Mexico State (PGJEM) appointed a special agent to wrap up the preliminary inquiries and to compile all the related evidence at hand with a view to issuing a proper legal study of the events and the investigations. The SCJN, using its non-judicial investigation powers, found that during the operations grave violations of human rights were committed, for which state police officers were responsible.

45. The FEVIMTRA reported in July 2009 that it had taken evidence from 350 persons, pointing to the likely involvement of police personnel of Mexico State. It consequently turned the case over to the PG JEM, the competent authority for hearing the case<sup>30</sup>. In October 2009<sup>31</sup> the Legislative Assembly of the Federal District (ALDF) approved a submission to the Inter-American Commission on Human Rights (IACHR) to address the petition for access to justice presented by 11 of the 26 women; that petition is now being processed.

46. In June 2010 the SCJN upheld the appeals filed by 12 participants in the events and ordered their immediate release, after concluding that the criminal proceedings were based on groundless accusations and flawed evidence. Consequently, the PG JEM withdrew the charges, including those against Magdalena Hernandez and America del Valle.

<sup>27</sup> The then-FEVIM initiated a preliminary investigation (FEVIM/03/05-2006) concerning the person or persons responsible for aggravated acts of violence against women detained by various police units in those municipios.

<sup>28</sup> In particular: obtaining a specialized medical-psychological opinion for cases of possible torture or abuse, psychological and medical care for the women who were held in the Santiaguito prison, a hearing of three female victims listed as plaintiffs; the offer of specialized services by the Special Prosecution Office to 46 women; the provision of family medicine services to three victims, a request for support to the PGR, and requests to the governments of Spain, Chile and Germany for legal assistance in criminal matters for taking statements from three women affected by the events. In addition, on 23 February 2009, the Official Gazette published the Act on Protection of Victims of Crime for Mexico State, which is intended to establish provisions in favour of the victim so that she can receive legal assistance; information on her rights under the Mexican Constitution; and emergency medical and psychological care; in appropriate cases, directing victims to the existing mechanisms for demanding reparations, and to assist the public prosecutor in guaranteeing precautionary measures and protection for direct and indirect victims, injured parties, witnesses and in general all persons who must be protected against the criminal acts in question, including their recovery and social integration.

<sup>29</sup> By means of *Punto de Acuerdo* B0017.

<sup>30</sup> Reported by FEVIMTRA through official notice FEVIMTRA/1298/09 of 29 October 2009.

<sup>31</sup> In support of the petition filed by the Miguel Agustín Pro Juárez Human Rights Centre, the Centre for Justice and International Law (CEJIL) and Bárbara Italia, one of the plaintiffs.

47. It is not possible to satisfy the Committee's request, as FEVIMTRA lacks competence to hear the San Salvador Atenco case, which involves ordinary crimes that fall within the jurisdiction of the PGJEM. The distribution of responsibilities between the Federal Government and the states is governed by the Constitution, which can only be changed by amendment approved by a majority of states. As the states consider that they have legitimate competence to prosecute crimes committed by their public servants, such an amendment has not yet been successful.

### **III. Article 3**

#### **A. Mainstreaming the gender perspective in the Federal Public Administration**

##### **1. Mainstreaming the gender perspective in the FPA**

48. The mandates established in the PND for mainstreaming the gender perspective in public policies and eliminating any form of gender discrimination have given substance to the National Policy of Equality between Women and Men. By mandate of the LGIMH, INMUJERES is the lead body on gender issues. It has focused its efforts on mainstreaming the gender perspective in compliance with that law and the LGAMVLV. By strengthening the national mechanism, Mexico has complied with General Recommendation 6 and the Beijing Platform of Action.

49. The coordination mechanisms instituted under these laws have strengthened the institutional structure and given a boost to interagency work in the pursuit of equality. As noted earlier, the SNIMH has been created to coordinate 41 federal agencies, and PROIGUALDAD was drawn up. Its seven strategic objectives<sup>32</sup> establish a platform for a policy of mainstreaming the gender perspective in the FPA and winning adoption of that policy in the three branches of State, at the different levels of government, and in the private sector. Moreover, 11 gender units<sup>33</sup> have been created since 2007 in departments and agencies of the FPA and 40 entities now have an internal coordination mechanism for addressing gender issues.

##### **2. Institutional culture with a gender perspective**

50. The Institutional Culture Programme of the Federal Public Administration (PCIAPF), issued in 2009, is a strategy for promoting changes from a gender perspective in the organizational culture of the FPA<sup>34</sup>. In this context, the

<sup>32</sup> The strategic objectives of PROIGUALDAD are: a) to institutionalize the gender perspective in the FPA and contribute to its adoption in the branches of State, at the different levels of government, and in the private sector; b) to guarantee juridical equality, human rights and non-discrimination for women; c) to guarantee women's access to justice, to security, and to civil protection; d) to guarantee women's access to a life free of violence; e) to strengthen women's capacities to broaden their opportunities and reduce gender inequality; f) to give women greater economic scope in pursuing their welfare and development; g) to promote women's empowerment, their participation and representation in decision-making bodies.

<sup>33</sup> PGR, SAGARPA, SEDENA, SEGOB, SEMAR, SEMARNAT, SEP, SHCP, SRE, SSP and STPS

<sup>34</sup> The PCIAPF covers nine factors: a) national policy and institutional duties; b) organizational climate; c) inclusive communication; d) selection of personnel; e) salaries and benefits; f) vertical and horizontal promotion; g) training and professional development; h) shared responsibility in working, family, personal and institutional life; i) sexual harassment.

Institutional Culture Network has been created, involving 258 public institutions, to which a questionnaire was administered dealing with the gender perspective and institutional culture<sup>35</sup>. Based on that assessment, 222 institutions have established an institutional culture action plan, committing themselves to more than 3,500 actions to promote mainstreaming of the gender perspective<sup>36</sup>. General Annex 1 B provides some examples.

### 3. Awareness raising, training and professional development

51. In 2007 INMUJERES introduced a training and professional development policy based on certification of skills and creation of capacities for instituting gender awareness courses. In this context, in 2009 INMUJERES promoted creation of the Gender Equality Sector in the National Council for Standardization and Certification of Occupational Skills (CONOCER), constituting it as an assessment centre. It now has technical standards for certifying persons who provide telephone assistance to victims of violence, as well as advisors and auditors under the Gender Equity Model (GEM, 2003).

52. A "gender awareness kit"<sup>37</sup> was produced and presented at a special session for mainstreaming the gender perspective in training units of the FPA. The first online gender awareness course and an online catalogue of professional gender services have been created, and a website on gender equality training ("*Punto género: formación para la igualdad*") has been developed<sup>38</sup>.

### 4. Budgeting for gender equality

53. Mexico has a binding legal framework for formulating, applying and monitoring budgets for policies to promote gender equality and to prevent and combat gender violence. Since 2006 the Federal Budget and Fiscal Responsibility Act has required a gender focus in the administration of federal funds. To this end, INMUJERES prepared a Manual for Planning, Programming and Budgeting with a gender perspective, and a Methodological Guide for mainstreaming the gender perspective in public budgets. It has also pursued joint strategies with the Chamber of Deputies and the Senate and the Ministry of Finance and Public Credit (SHCP), with the Interagency Roundtable for Preparation of the 2008 Budget from a gender perspective, and with the National Forum on Budgeting for Equality between Women and Men.

<sup>35</sup> This was developed through coordination among INMUJERES, CONAPRED and the SFP, 280,000 public servants (42% female and 58% male) participated.

<sup>36</sup> 217 departments and agencies of the FPA have taken at least one action to include the gender perspective in their policies, programmes and management; 212 focused their efforts on creating a working atmosphere characterized by equal pay and opportunities; 218 incorporated the gender perspective into their organizational and social communication, and will promote the system of values, the code of conduct and an identity manual in support of equality, justice and non-discrimination. As well, 222 institutions have pursued at least one training activity from a gender perspective; 214 have projects for paternal leave, reorganization of work time, and personal and professional development activities for staff; 155 will conduct outreach campaigns to prevent sexual harassment, and will establish strategies for dealing with cases that arise.

<sup>37</sup> The "kit" has six components: LGIMH; LGAMVLV; a "Gender ABC" for the public administration; an interactive CD with learning tools on gender issues and equality; a gender glossary; and a methodological guide for gender awareness raising.

<sup>38</sup> <http://puntogenero.INMUJERES.gob.mx/joomla/index.php>

54. There has been a steady increase in the size and number of federal programmes assigned funds earmarked for women within the PEF (See Annexes 3.1 and 3.2). In this context, legislators from the different parties worked on the Irreducible Gender Budget Initiative. As well, through the SHCP website, federal departments and agencies report on their earmarked budget expenditure and, since 2008, INMUJERES has been submitting quarterly reports to the Chamber of Deputies detailing this progress. The INMUJERES budget itself has tripled over the last three years (since 2007), primarily in terms of resources to strengthen the IMEFs.<sup>39</sup>

## **B. Mainstreaming the gender perspective in state and municipal governments**

55. The Fund for Mainstreaming the Gender Perspective<sup>40</sup> was created in 2008 for the pursuit of projects in coordination with the IMEFs. In 2009 it was merged with the Support Fund for Mechanisms for the Advancement of Women in the Federated Entities for Comprehensive Care for Female Victims of Gender Violence. In that year it was applied in 1,300 municipios. In 2010 the fund was structured as a Programme to Strengthen Mainstreaming of the Gender Perspective, subject to operating rules. To the same end, INDESOL has been running the PAIEF since 2006 in support of actions to prevent and treat violence against women (see information referring to articles 1 and 2). Some examples of the work performed can be found in Annex XIII.

56. In 2005 INMUJERES created a fund to launch and strengthen municipal women's offices. As of 2007 it had supported 959 projects in 227 municipios (25% of them with indigenous populations), as a result of which 634 municipal women's offices were created. In 2008 it was reformulated as the fund for development of municipal women's offices (*Fondo para el Desarrollo de las Instancias Municipales de las Mujeres*, FODEIMM), and supported 570 municipal offices. In 2009, 318 offices received support (30% in municipios with high or very high poverty levels). As a result, in 2010 there were a total of 1,000 municipal women's offices. The Internet portal on "local development with women" was also designed, and a conceptual manual for local development with gender equity was published<sup>41</sup>.

## **C. Institutionalizing the gender perspective in the federal judiciary**

57. From 2008 to 2010 the Federal Judiciary (PJF) was allocated an earmarked budget for gender awareness raising and training for public officials. A general coordination office for the PJF gender equity programme was created, and three gender equity departments were established: in the SCJN, the CJF and the Federal Elections Tribunal (TEPJF). As well, an interagency committee was formed to oversee gender equity policy in the PJF.

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<sup>39</sup> In 2008 the INMUJERES budget amounted to 543.2 million pesos (US\$49 million); in 2009 it received a budget of 555.9 million pesos (US\$42 million); and in 2010 the budget is 594.4 million pesos (US\$45.7 million).

<sup>40</sup> <http://web.INMUJERES.gob.mx/dgp/transversalidad/>. The Fund's various products can be consulted at this web site.

<sup>41</sup> See <http://generodesarrollolocal.INMUJERES.gob.mx/>

58. The PJF work involves five general programmes: training, research, linkages, dissemination and evaluation, with the objectives of raising awareness and providing training from a gender perspective for people working in the federal judiciary, as well as mainstreaming a gender perspective in the institutional life of PJF bodies. Consistent with those objectives, legal and administrative personnel of the PJF have been given training and have been equipped with theoretical and practical tools on human rights and gender, and measures such as diagnoses and paternity leave have been implemented in the TEPJF.

59. Noteworthy projects under the gender equity programme in the PJF have included jurimetric analysis of judgments, a gender perspective study of SCJN opinions and jurisprudence, research into the obstacles facing female candidates in the 2009 federal elections, and a series of publications on "Law, Gender and Justice", as well as creation of an institutional webpage: [www.equidad.scjn.gob.mx](http://www.equidad.scjn.gob.mx) (See Annex XIV).

#### **D. Linkages to civil society**

60. In order to strengthen civil society organizations involved with women's human rights, a number of mechanisms and strategies have been developed. In terms of support for projects there are the PROEQUIDAD Fund, the Social Co-investment Programme (see Annex III, section C), programmes coordinated by the Federal Electoral Institute (IFE) (see Chapter VII), the Commission to Promote CSO Activities<sup>42</sup>, the programme for the Promotion of Agreements in Justice Matters of the CDI, as well as guidelines for the project to strengthen gender equity capacities among the indigenous population, published in September 2009.

61. Consultation activities have included forums for establishing the PND, PROIGUALDAD and other sector programmes, such as those sponsored by the National Centre for Gender Equity and Reproductive Health (CNEGSR). Also noteworthy are the Government Policy Commission on Human Rights<sup>43</sup> and the national forums on civil society participation in the IMEFs. INMUJERES and a number of IMEFs also have advisory and social councils representing civil society. CSOs have participated in amending official standards on breast cancer and on violence against women, and are invited participants in the National Committee on Women's Cancers and in the Interagency Group on Reproductive Health.

62. In terms of networking, INMUJERES established the "National Network for Living without Violence", and the ISSSTE is sponsoring a network on prevention and treatment of violence against women. The Interagency Roundtable on Gender and Migration is working to install a national network of support, assistance and guidance for female migrants, through the creation of state networks (of which there were five as of August 2010).

<sup>42</sup> See [www.corresponsabilidad.gob.mx](http://www.corresponsabilidad.gob.mx).

<sup>43</sup> The Commission has 12 subcommittees dealing with: Civil and Political Rights; Economic Rights; Vulnerable Groups; Human Rights Education; Rights of the Child; Human Rights of Migrants; Legislative Harmonization Indigenous Peoples; Monitoring the PNDH; Violence against Women in Ciudad Juárez; Violence against Women in the National Territory; and Environment

63. At the state level, there are mechanisms to encourage dialogue and cooperation with CSOs and the IMEFs, such as the collaboration agreements signed in the states of Mexico, Guerrero and San Luis Potosi. Financing has been provided in Guanajuato and the DF, and in Veracruz these organizations provide advisory services.

#### **IV. Article 4**

64. This section also covers General Recommendation 25 of the Committee and recommendation 23 from the Committee's concluding observations.

65. On the legislative front, the LGIMH takes up the definition from article 4 of the Convention on temporary special measures (TSMs), defining the concept of affirmative action and providing that the federal government must guarantee equality of opportunities, among other things, by adopting actions of this kind. The seven strategic objectives of PROIGUALDAD include lines of action to promote the adoption of special measures to correct inequalities in various areas

66. As TSMs intended to promote the creation or strengthening of national mechanisms and other government bodies for gender equality and women's autonomy, the current administration has channelled significant federal budget resources to those bodies; between 2008 and 2010 expenditure earmarked for women increased by 41.3% in real terms, from 7,024.8 million pesos in 2008 to 10,920.7 million pesos in 2010 (US\$575.8 million and US\$862.6 million respectively) (see chapters II and III).

67. Other examples of TSMs, which also respect the fifth Millennium Development Goal of reducing maternal mortality, are to be found in the health sector. TSMs in education include programmes of scholarships for women in specific situations, such as those for young mothers and young pregnant women (PROMAJOVEN) and scholarships for girls who are living in poverty or are members of indigenous groups, granted through the *Oportunidades* ("Opportunities") Human Development Programme (also known as the PDHO). Detailed information on TSMs relating to maternal mortality is provided in chapters XII and XIV of this report, and information on scholarship programmes in chapters X and XIV. Chapter XIV also includes information on various programmes to give rural and indigenous women access to farm credit and loans.

68. In terms of political participation, the Federal Code of Electoral Institutions and Procedures (COFIPE) has been amended to increase the gender quota (60/40) and to earmark 2% of regular public financing for political parties to be used for training, promoting and developing female political leadership. Elections legislation in 29 states has been reformed as well. SEDENA has developed a project for legislative harmonization from a gender perspective<sup>44</sup>, which involves measures such as establishing exclusively female positions so that women can enter the armed forces on the basis of equality with men and can pursue a military career and have access to high-level jobs, among other initiatives to reform the Mexican Army and Air Force Organization Act and the law governing promotions in the armed forces (see Chapter VII).

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<sup>44</sup> Currently undergoing revision.



## V. Article 5

69. Pursuant to General Recommendations 3, 12 and 19 and recommendation 15 from the Committee's concluding observations, this chapter reports on measures adopted to change social and cultural patterns that foster gender discrimination.

### A. Legal framework

70. The Political Constitution of the United Mexican States enshrines the elimination of discrimination and the promotion of equal opportunities between women and men, a mandate that has been strengthened through a legal and institutional framework.

71. The LGAMVLV and the LGIMH provide that the Mexican State must work to eradicate violent and discriminatory behaviour as a function of gender; the General Education Act provides that the instruction provided by the State must, among other things, be geared to combating prejudices, stereotypes, discrimination and violence, especially against women and children<sup>45</sup> (see Chapter II).

72. The PND provides for strategies to eliminate stereotyped conduct and to create a new culture that, starting with family life, will place the same value on women and men, through activities of outreach and education and combating violence.

73. PROIGUALDAD and the National Human Rights Programme (PNDH) include specific lines of action for eliminating sexist and discriminatory stereotypes in the federal public administration, conducting information and outreach campaigns, applying teaching methods that promote tolerance and reject gender violence, and proposing legislative amendments to avoid resort to stereotypes, stigmas and prejudices of any kind.

### B. Action in the education field

74. Since 2008 the SEP has analyzed 102 primary school textbooks from the gender perspective, to propose changes to messages that would reinforce any type of violence or discrimination<sup>46</sup>. In coordination with the Gender Studies Programme (PUEG) of the National Autonomous University of Mexico (UNAM), it prepared a book entitled "Gender Equality and the Prevention of Violence in Preschool"; using this material it has sensitized teachers at this level in 10 states. It is currently preparing a version for teachers in primary school.

75. For secondary schools the Ministry has developed: (1) a project entitled "opening schools to equity", implemented in 500 schools of five states; (2) a competition dealing with the theme "equity and respect" that reached 28,000 teenagers in 800 schools of 21 states, and (3) a project entitled "Equality and Respect, everyday duties", which was awarded the UNICEF "*Huellas*" prize for the

<sup>45</sup> Article 8 of the General Education Act. Amendment published on 17 April 2009 in the DOF.

<sup>46</sup> 36 free textbooks were reviewed in 2008, 24 in 2009, and 42 in 2010. This action involved a review of the same materials in different years.

best integrated campaign concerning violence against children<sup>47</sup> and "Education makes the difference" capsules. In April 2010 the National Report on Gender Violence in Basic Education in Mexico was presented, showing among other things that gender stereotypes are more deeply rooted among boys than girls.<sup>48</sup>

76. Through its programme for training the teaching body in preventing violence against women (PREVIOLEM) the SEP reached 55,258 teachers from the country's 32 federated entities in 2009.

### C. The media and awareness campaigns

77. Since 2009 the SEGOB has been monitoring images and messages that foster sexist stereotypes in campaigns of the federal government<sup>49</sup>. INMUJERES has had its Communications Media Observatory in place since 2003, and since 2008 it has held three sessions of the International Seminar on Media Responsibility for Eradicating Violence against Women and Girls.

78. Between 2006 and 2010 there were national campaigns dealing with such themes as "life without violence", "one day can change your life", "human rights of women", "men against violence" (2008 and 2009), "equality and respect is an everyday task", "Education makes the difference," "we women say this so that everyone will know it", and "living without violence is a right".

79. INMUJERES and CNDH developed a campaign entitled "What Are Your Human Rights?", using vehicle-mounted loudspeakers to convey messages on gender equality in nine indigenous languages and variants, while the Mexican Radio Institute (IMER) broadcast spots to encourage full exercise of all women's rights.<sup>50</sup>

<sup>47</sup> The "Opening schools to equity" project was conducted jointly with the Organization of American States (OAS), and involved state education ministries, civil society organizations, school principals, teachers and volunteers. It is based on a similar Brazilian experiment ("Opening Spaces"). The first phase of the project was implemented in 2008, establishing a school management network for eradicating violence, with emphasis on violence against women, comprising institutions, organizations, communities, federal authorities and social stakeholders. In the second phase (2009) the states of Chihuahua, Durango, Guerrero, Jalisco and Mexico participated; and in 2010 the project will be extended to another 500 schools. The "equity and respect" project was coordinated with the CSOs to sensitize and train 12 to 16-year-olds about their rights and their physical and emotional health.

<sup>48</sup> Among the most significant findings: 82.8% of girls but only 11.8% of boys help to prepare meals at home; 85.8% of girls but only 14.2% of boys do washing and ironing; 50.1% of primary school boys but only 31.7% of girls agree with the statement that "the man gives the orders and he decides what's best for the family"; 79.2% of girls and boys agree that "the man must have the greatest responsibility for bringing money home", and that girls must learn to look after their younger siblings and do the cleaning; 60.3% of boys and 54.8% of girls in secondary school agreed that "it is the woman who must take care not to get pregnant".

<sup>49</sup> As of July 2010 it had reviewed four campaigns, analyzed incorporation of the gender perspective in legal, regulatory and administrative provisions governing radio, television, movies, the press, and other related provisions, and prepared two manuals for evaluation, monitoring and incorporation of the gender perspective into government publicity and communication campaigns.

<sup>50</sup> Pursuant to the collaboration agreement signed in January 2009 between INMUJERES and IMER to develop radio programmes for promoting non-discrimination, equal opportunities, and the full exercise of all women's rights.

80. Through the nationally-circulated monthly supplement *TODAS*, the Mexican government provides information on progress in gender equality and mainstreaming. CONAPRED, INMUJERES and the Ministry of Labour and Social Security (STPS) distributed a brochure with 10 recommendations for the use of non-sexist language, and INMUJERES published the collection *Mi familia, tu familia... ¡nuestras familias!* ("My family, your family, our families!") to promote models of respectful and egalitarian family relationships.

81. The PJF is working to sensitize its own personnel and the general public to the negative impact that gender stereotypes can have on access to justice, through essay writing, reporting and documentary competitions on "Gender and Justice", messages on the radio programme "*En la balanza... voces de la Corte*" ("Weighed in the balance: voices of the court"), the monthly Gender and Justice bulletin, and TV programmes of the TEPJF series "*Entre argumentos*"<sup>51</sup>.

82. Information on stereotypes was gathered through a national survey on the dynamics of family relations (ENDIREH) in 2003 and 2006, a survey of young women's spousal relationships in 2006, a survey on violence among senior secondary students in 2006, and a national survey on violence in non-marital relations. That information was useful for designing public actions and policies in favour of women.

## VI. Article 6

83. This chapter reports on the status of implementation of General Recommendation 19 and recommendations 15, 25 and 27 from the Committee's concluding observations, aimed at eliminating all forms of trafficking and exploitation of the prostitution of women.

### A. Legislative and institutional framework

84. The Mexican Constitution prohibits slavery and various forms of exploitation. Accordingly, the PND strategy pays particular attention to vulnerable groups and calls for enforcing international instruments to combat modern versions of slavery that violate human rights. PROIGUALDAD and PNDH also include lines of action to encourage reporting of this crime, to develop mechanisms for identifying and treating possible victims of trafficking, to conduct a national study on forms of trafficking, to sponsor outreach and awareness campaigns, and to harmonize state legislation with international instruments.

85. Consistent with the commitments flowing from the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and other international provisions, the Act to Prevent and Punish Trafficking in Persons (LPSTP) was published in November 2007, and regulations

<sup>51</sup> Mention should also be made of the diagnostics conducted in the three bodies of the PJF, and the coming adoption of the pact to introduce the gender perspective in the delivery of justice in Mexico, to be conducted jointly with the Mexican Association of Judges and Magistrates (*Asociación Mexicana de Impartidores de Justicia, A.C.*).

were issued in February 2009 covering federal jurisdiction<sup>52</sup> (recognizing that each federative entity has competence to prosecute this crime).<sup>53</sup>

86. Pursuant to its provisions, in July 2009 the Interagency Commission to Prevent and Punish Trafficking in Persons (CIPSTP) was instituted, covering 10 departments and entities of the FPA and seven invited bodies; the CNDH, civil society organizations and academics also participate<sup>54</sup>. This commission created the Advisory Subcommittee which prepared a draft of the National Programme to Prevent and Punish Trafficking in Persons, now at the final stage of review. Among other things, it calls for amending the criminal code with respect to crimes related to human trafficking in order to facilitate the adjustment of state laws to the federal Act.

87. The Federal Act on Asset Forfeiture (*Ley Federal de Extinción de Dominio*) was published in May 2009: it provides for the confiscation of assets related to the crime of human trafficking and other offences, and provides that the resources so obtained shall go into a trust fund to pay damages and provide support to victims. In March 2008 the asset forfeiture act for the Federal District was approved, under which 33 forfeiture procedures have been executed, 10 of them relating to the crime of trafficking in persons.<sup>55</sup>

88. August 2010 saw publication of a decree amending the federal criminal code to make pederasty a crime, providing penalties of 9 to 18 years' imprisonment and a fine of 750 to 2,250 times the daily minimum wage on any person who, taking advantage of any degree of family relationship or an educational, religious, occupational, medical, cultural, domestic or other relationship, induces or persuades a juvenile to engage in any sexual act, with or without his or her consent. It provides for disqualification, dismissal or suspension of public servants or professionals who commit this crime in the exercise of their functions; loss of custodial power for

<sup>52</sup> Trafficking is a federal offence when: a) it is initiated, prepared or committed abroad, provided it produces or is intended to produce effects within the national territory; b) it is initiated, prepared or committed within the national territory, provided it is intended to have effects abroad; and c) it is committed within the national territory and involves any of the assumptions stipulated in the PJF Organic Act (involving diplomatic agents, Mexican federal employees or foreign criminals, or if the crime is committed in aircraft, ships, national or foreign embassies, or involves a citizen of a country with which Mexico has signed an extradition treaty).

<sup>53</sup> According to the LPSTP, "any person who, for his own account or that of another party, encourages, solicits, offers, facilitates, obtains, transfers, delivers or receives a person, by means of physical or moral violence, deception or abuse of power, in order to subject that person to sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs, tissues or their components" is guilty of trafficking in persons. When this crime is committed against persons under the age of 18 years, or persons who lack the capacity to understand the significance of the deed or the capacity to resist it, the means used do not have to be demonstrated."

<sup>54</sup> The rules of procedure of the CIPSTP were published in the DOF on 15 February 2010, in order to regulate its organization and functioning. Its permanent members are SEGOB, SCT, SRE, SSP, STPS, SSA, SEDESOL, SEP, SECTUR and PGR, and the invited bodies are SNDIF, INMUJERES, INM, INACIPE, CONAPO, CDI, and COMAR. In May 2010, the Commission approved the addition of 3 CSOs (Coalición Regional contra el Tráfico de Mujeres y Niñas en América Latina y el Caribe, A.C., for three years, Alianza por la Seguridad en Internet, A.C., for two years, and the Fundación Camino a Casa for one year) and of three experts (Dr. Rodolfo Casillas, for two years; Lic. Alma Mares de Tucker, for two years and Dr. Israel A. Castillo, for one year).

<sup>55</sup> *Comunicación Social* GDF, Boletín 476 of 17 March 2010. Updating of INMUJERES-DF, July 2010.

parents and guardians; a prison sentence and a fine for anyone who fails to inform the competent authority or who shields the perpetrator. The public prosecutor will be obliged to seek the necessary expert opinions to determine damage to the victim, and the State will guarantee any medical, psychological or specialized care the victim may require if the convicted perpetrator refuses or is unable to guarantee such service. Persons convicted of this crime may not be granted parole.

89. Within the PGR<sup>56</sup> FEVIMTRA, the Office of special investigations into organized crime (SIEDO) and the Special Unit for dealing with crimes committed abroad (UEDE) are specialized prosecution units empowered to pursue the crimes stipulated in the LPSTP. Between 2008 and 2010, 359 million pesos (US\$29.9 million) was allocated to law enforcement work relating to offences under federal jurisdiction and to organized crime, including the prosecution of human trafficking. As well, the cyber-crime unit of the Federal Police, which comes under the SSP, takes action to identify, locate and neutralize organizations or individuals that commit crimes using computer systems and equipment, as well as illicit acts against juveniles, both within Mexico and abroad, when they have effects in Mexico. In February 2010 the Chamber of Deputies established a special committee to combat human trafficking in the country: among other functions, it monitors the actions of officials in combating this crime.

## B. Institutional progress

90. As of June 2010, FEVIMTRA had opened 443 preliminary inquiries into crimes involving violence against women, of which 63 had to do with human trafficking (see Annexes 6.1 and 6.2). In April 2010 the third district judge of Tapachula, Chiapas, issued the first federal conviction for human trafficking for purposes of labour exploitation, a significant achievement in light of the recent definition of the crime and the time involved in criminal proceedings.

91. In its work, FEVIMTRA follows a model and a protocol of comprehensive care for victims of human trafficking, guaranteeing the support and security needed to encourage reporting of this crime (see Annex III, section B). A special shelter was set up in 2008 to provide comprehensive care and protection to trafficking victims<sup>57</sup>. As of 2009 it had assisted 44 female victims of trafficking, of whom 18 had requested a preliminary inquiry by FEVIMTRA and five were directed to SIEDO.

92. The National Migrations Institute (INM), through its 32 interagency committees for victims of human trafficking, established in each state, provides migration assistance, care, protection and guidance for potential victims of human trafficking. It has created the position of Child Protection Officer (OPIS), it has trained its staff and has established means of reporting (telephone hotline, e-mail, questionnaires) that have served to identify 98 possible victims of human trafficking

<sup>56</sup> La *Subprocuraduría de Investigación Especializada en Delincuencia Organizada* (SIEDO) becomes involved when the crime of trafficking in persons is committed by organized crime, and the *Unidad Especializada para la Atención de Delitos Cometidos en el Extranjero* (UEDE) prosecutes trafficking cases that begin or produce effects abroad.

<sup>57</sup> The shelter is equipped with a kitchen, workshops, gymnasium, dormitories, a medical and psychological area, and is reinforced with high security measures such as reflectors and perimeter cyclone fencing, in order to guarantee efficient protection for victims against their traffickers.

since 2005. Of those, 59 were identified between September 2008 and June 2009. December 2008 saw the inauguration of the False Documents Analysis Laboratory, which has reinforced control and regulation associated with human trafficking.

93. The CNDH has had an anti-trafficking programme since 2008, through which it conducts training and awareness raising activities targeted as well at indigenous communities, and prepares information documents to encourage reporting of this crime<sup>58</sup>. As part of its activities, it has established 10 regional anti-trafficking committees to monitor action by the authorities in this area, and they have been consolidated into a national observatory on human trafficking.

94. The SCJN, the office of the general coordinator of the gender equity programme of the PJP, and CONAPRED are conducting a series of "cine-debates" to publicize and raise awareness about the issue of human trafficking.

95. With respect to the protection of migrants, the amendment to the General Population Act came into force in July 2008, decriminalizing undocumented migration. Since 2003 the INM has had a programme to upgrade immigration stations, and the SEGOB is coordinating an interagency roundtable for monitoring the National Human Rights Programme, which contains a subprogram for migrants, and a roundtable for interagency dialogue on unaccompanied children and adolescents and migrant women. The Ministry of Communications and Transport (SCT) has designed a project to encourage the use of information and communication technologies by migrant women and their families as a way of avoiding social isolation for geographic, educational, economic and cultural reasons.

### **1. Constructing databases**

96. Following meetings of the National Conference on Law Enforcement, FEVIMTRA is constructing a national database on human trafficking and related crimes, involving participation by 18 states. The results show that women are the most frequent victims of such crimes, especially those linked to sexual exploitation, and this has facilitated investigations and the detection of high-risk geographic areas (see Annex III, section C). In May 2010 the Chamber of Deputies urged CIPSTP to create a database on human trafficking.

### **2. Awareness and training**

97. Pursuant to the LFPSTP and the National Programme to Promote Human Rights, the SSP, SSA, SEP, SCT, FEVIMTRA, SRE, Ministry of Tourism (SECTUR), INM, INMUJERES and the National System for Integral Development of the Family (SNDIF) have conducted awareness and training activities for their personnel. Of particular interest is the strategy to prevent human trafficking and gender violence among indigenous women, which FEVIMTRA conducted on a pilot basis in Veracruz.

### **3. Campaigns**

98. The "Blue Heart Campaign" was introduced in April 2010, sponsored by the United Nations Office on Drugs and Crime (UNODC). Mexico served as a platform for launching the campaign in Latin America and was the first country to take it up

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<sup>58</sup> CNDH, *Informe de actividades 1999-2009*, Volume 1.

internally, through a working group in the CIPSTP. As well, through its press outreach programme, FEVIMTRA distributed materials on gender violence and human trafficking, in cooperation with 12 federal ministries.

#### 4. Studies

99. In 2008 the Latin American Social Sciences Faculty undertook research into the domestic forms of human trafficking, and this has been used by FEVIMTRA in its investigations. In 2009 FEVIMTRA conducted two studies on the characteristics of victims and the probable perpetrators of the crime, using information provided by the states.<sup>59</sup>

100. CONAPRED published a report on sex workers in Merced, Tlalpan and Sullivan, analyzing the matter from the viewpoint of the right to non-discrimination. Two publications were produced for the attention of legislators, dealing with (1) human trafficking for the sexual exploitation of women and girls as a topic of public policies in Mexico and other countries and (2) various aspects of human trafficking in Mexico and the present and potential threat they pose for women, children and adolescents.

101. The dedicated work of civil society organizations in caring for female victims of violence and trafficking has helped to place the issue squarely on the national agenda. In this respect, particular attention is drawn to the activities of the Coalition against Trafficking in Women in Latin America and the Caribbean and the Integral Care Centre for Abused Women (CIAM), which have also conducted research documenting the testimony of girls and women victimized by sexual exploitation, the ways in which traffickers operate, and their links to certain sectors of society.

### C. Measures to combat exploitation of women and girls for purposes of prostitution and pornography

102. Every state has criminalized sexual exploitation as an offence connected to trafficking in persons, and the penalties vary considerably (see Annex III). The governments of Colima, Durango, Mexico State, Puebla, Quintana Roo, San Luis Potosí, Sinaloa and Veracruz, in particular, have made efforts in this matter (see Annex XIII).

103. The DF has legal, institutional and budgetary rules to support the prevention of human trafficking and related crimes and to care for victims. In 2009 it created an interagency commission to prevent and eradicate human trafficking, sexual abuse and the commercial sexual exploitation of children, as well as a specialized agency for the crimes of trafficking in persons. In February 2010 it created an interdisciplinary group on trafficking in persons, which is working on the design of a care model for victims of human trafficking in the DF. As well, it has instituted a telephone hotline and an Internet micro-site to disseminate information in this matter, and it has trained 1,469 members of its ministerial, research and police personnel.

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<sup>59</sup> These studies carry a restricted classification, as their information may be useful in criminal investigations.

104. Awareness and information campaigns to prevent human trafficking have been conducted in collaboration with a number of civil society organizations. The Support Fund for the Victims of Crime provides financial resources for female victims of sexual violence, and since 2004, again in coordination with various institutions and CSOs, funding has been provided to the “Casa Xochiquetzal”, a shelter for elderly former sex workers living in the street.

105. The DF conducts constant inspections of hotels in the city in order to detect victims of sexual crimes. As of July 2010 the Superior Court of Justice of the DF had handed down two convictions for trafficking in persons. It is currently working to establish a high-security shelter for women and girls who are victims of trafficking and commercial sexual exploitation, and it is evaluating the possible issuance of a gender violence warning in two districts (*Delegaciones*) of Mexico City.

106. At the federal level, the SNDIF has a national action plan for the prevention and eradication of commercial sexual exploitation of children CSEC. This is being implemented through the National Coordination Office to prevent, treat and eradicate CSEC, and through action plans of the state DIF systems. As of December 2009, care had been provided for 517,654 victims of CSEC through the Programme for the Protection and Integral Development of Children.

## VII. Article 7

107. In response to General Recommendation 23, recommendation 29 from the Committee's concluding observations, and article 4 of the Convention, this section reports on women's participation in public and political life. With respect to the gender empowerment measure, Mexico ranks 39<sup>th</sup> among 109 countries<sup>60</sup>, and within the region it ranks 14<sup>th</sup> of 36<sup>61</sup>, as measured by the percentage of women in the principal legislative body. There has been a slight increase in women's representation in elected positions<sup>62</sup> as well as in governmental departments (*Subsecretarías de Estado*), while the proportion of women holding ministerial office<sup>63</sup> or governorships remained the same (15.8% and 6.3% respectively) (see Annex IV).

108. Although women predominate at the middle management and operating levels, parity is still a challenge. In the ministries they represent 33.6%<sup>64</sup>, while in the Senate they account for 21.4% and in the Chamber of Deputies 27.2%. At the state level, they represent 22.1% of local deputies, 32.6% of municipal councillors, 17.6% of trustees, but only 6% of municipal presidents. For the July 2010 elections in 15 states, 19.4% of the 36 candidates<sup>65</sup> were women. As well, women constitute 51.74% of the voters list, and they increased their participation as polling station presidents (see Annex IV).

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<sup>60</sup> Source: UNDP, Human Development Report 2009.

<sup>61</sup> Source: ECLAC, Gender Equality Observatory of Latin America and the Caribbean.

<sup>62</sup> From the second half of 2008 to the first months of 2010, see the specific positions in the table in Annex IV, section A.

<sup>63</sup> Currently SRE, SENER and SECTUR; in 2008 SRE, SENER and SEP

<sup>64</sup> For specific information on the Foreign Service, see Chapter VIII.

<sup>65</sup> In 12 states, women were standing for governor, deputy (under the relative majority (RM) and proportional representation (PR) principles), and for mayor; and in three states, they were standing for deputy under both principles, and mayor.



109. In the judiciary, two of the 11 judges of the SCJN are women. In May 2010 the CJF had 88 female judges, 272 male judges, 126 female magistrates and 577 male magistrates; it had no woman serving as *Consejera* (counsel). For the first time the Elections Tribunal of the Federal Judiciary (TDP) has a female president<sup>66</sup> (since 2007); two of its five regional chambers are headed by women, and women represent 31.8% of all electoral magistrates (see Annex IV).

## A. Legal and institutional framework

110. The LGIMH calls for balanced political participation and representation without gender discrimination in the taking of political and socioeconomic decisions. Consequently, PROIGUALDAD promotes the empowerment of women and their participation and representation in decision-making areas of the State.

111. The following were approved in 2008: the reform to COFIPE<sup>67</sup> which, among other things, increases the gender quota to 60/40 for candidates<sup>68</sup>; the regulations for the audit of national political party funds, to verify observance of the rule whereby 2% of public funding for parties is to go to training and development of female political leaders<sup>69</sup>; the General Instruction of the Federal Electoral Institute (IFE) on criteria for candidates in 2008-2009; and reform of the constitution of the State of Oaxaca<sup>70</sup> (see Annex IV).

112. Electoral legislation in 29 states was also reformed between 2008 and 2010. In June 2010, the gender quota stood at parity (50/50) in eight states: 5 in terms of the principles of relative majority (RM)<sup>71</sup> and proportional representation (PR)<sup>72</sup>, and 3 only in terms of proportional representation; 60/40 in eight states, in terms of both

<sup>66</sup> She has promoted the gender perspective in the court's work, and protection for the exercise of women's political and electoral rights.

<sup>67</sup> Political parties are required to observe equal opportunity of access to elected positions and to achieve gender parity in their governing bodies.

<sup>68</sup> With the exception of RM candidates selected according to party statutes. In the 2008-2009 federal election process, the eight parties and two coalitions contending met the quota. As a result, the proportion of female candidates for deputy rose from 34.44% in 2006 to 38.71% in 2008-2009, and for alternates from 44.74% to 45.37%. More women stood as alternate RM candidates (55.1% versus 45.7%) as well as for deputy, their numbers increasing from 840 in 2006 to 1,464 in 2009. Of the 3012 candidates registered in a manner distinct from the internal party election process, 43% were women.

<sup>69</sup> Stipulated in the COFIPE. In 2008 the PRD party (Partido de la Revolución Democrática) was fined for non-compliance. Source: IFE, website.

<sup>70</sup> Article 25 was amended to guarantee the right of women to vote and to be elected, resulting from a broad-based campaign for recognition of indigenous women's political rights sparked by the case of Eufrosina Cruz Mendoza, a Zapoteca professional from Santa Maria Quiegolani, Oaxaca, who was elected as municipal president in November 2007 but on the grounds of use and custom was prevented from taking up her duties.

<sup>71</sup> Relative Majority (RM) refers to the principle by which federal or local legislators are elected by direct and secret ballot. The winner is the candidate who receives the most votes, regardless of the percentage obtained.

<sup>72</sup> Proportional Representation (PR), established by the Constitution for electing 200 federal deputies through a system of five regional lists into which the Republic is divided, and 32 Senators from a single list. Elected positions are allocated on the basis of the percentage of votes obtained by a political party in a geographic region. The intent is to ensure that each group or party is represented in the elected assembly or committee in accordance with the number of votes it obtained.

principles and one in terms of PR; 70/30 under both principles in nine states, one under PR and one under RM; another state has a ratio of 25/75 under both principles. Only three states are still governed by an unfavourable system (see Annex IV).

113. In 2009 CONAPRED urged the parties to meet the gender quota and, following the agreement signed in 2007 with the Ministry of the Public Service (SFP), a policy was announced<sup>73</sup> to ensure conditions of equality in competitions for the professional career service. In 2009 INMUJERES signed equality undertakings with TEPJF and IFE. The latter institution has adopted a policy statement of non-discrimination, it has incorporated the principle of equality and non-discrimination in the Statute of the Elections Professional Service and Personnel, and it has established Web portals on women's political participation<sup>74</sup>; gender and democracy: generating equity in the electoral process 2008-2009<sup>75</sup>; and a "citizen's page" (*Espacio Ciudadano*)<sup>76</sup>. The TEPJF, the highest jurisdictional body in electoral justice, has issued 18 rulings<sup>77</sup> on women's political rights and gender equity, and it created a micro-site on "electoral justice with gender equality".<sup>78</sup>

114. Since 2008 SEDENA has been filling positions without distinction as to sex, consistent with the military laws and regulations<sup>79</sup>, and it has pursued a project for regulatory harmonization with a gender perspective<sup>80</sup> which fosters equality of opportunities in recruitment and career development, promoted as well in the initiatives to amend the Mexican Army and Air Force Organization Act and the Act on Promotions in the Armed Forces (see Annex IV and Chapter X).

## 1. Strategic Platform for Political Equity

115. The Strategic Platform for Political Equity<sup>81</sup>, instituted in 2008, promotes a democratic culture and the empowerment and representation of women in decision-making spheres; it consists of interagency and civic observatory for promoting and defending women's political rights, comprising two councils<sup>82</sup>; a training programme for female leaders; the Web portal on "political advancement of women"<sup>83</sup>; and a network for promoting and defending women's political rights. In the run-up to the 2009 elections, INMUJERES signed a "Commitment to the women

<sup>73</sup> For the departments and de-concentrated bodies of the FPA.

<sup>74</sup> [http://www.ife.org.mx/portal/site/ifev2/Participacion\\_politica\\_de\\_mujeres/](http://www.ife.org.mx/portal/site/ifev2/Participacion_politica_de_mujeres/)

<sup>75</sup> [http://genero.ife.org.mx/ife\\_equidad.html](http://genero.ife.org.mx/ife_equidad.html)

<sup>76</sup> [http://www.ife.org.mx/portal/site/ifev2/Espacio\\_Ciudadano/](http://www.ife.org.mx/portal/site/ifev2/Espacio_Ciudadano/)

<sup>77</sup> One of these was accorded international recognition.

<sup>78</sup> <http://genero.te.gob.mx>

<sup>79</sup> It has also prepared drafts for amending six laws and five military regulations from the gender perspective, and it compiled the project for amending the Mexican Army and Air Force Organization Act.

<sup>80</sup> Currently under review: it also prepared projects for amending five military regulations from the gender perspective.

<sup>81</sup> Sponsored by INMUJERES.

<sup>82</sup> Citizens Council for the promotion and defence of women's political rights and Inter-institutional Council.

<sup>83</sup> The web site <http://enlamira.INMUJERES.gob.mx> includes an indicator of equity in political parties that considers the institutional culture, the electoral process and legislative management; it shows that, in terms of party statutes, the Partido Revolucionario Institucional (PRI), the Partido Acción Nacional (PAN), the PRD, the Partido Convergencia and the Partido Verde Ecologista de México (PVEM) have an explicit commitment to promote gender equity.

of Mexico" with four of the eight political parties<sup>84</sup> (see Annex IV, section D). At the state level, Durango is considering such a platform; Chihuahua and Nuevo Leon established a civic observatory during the 2009 electoral process, and in that year Quintana Roo signed to the Political Commitment to Women with all political parties registered in that state for the July 2010 elections.

## 2. Promoting women's participation and appointment to office

116. Between 2006 and 2009 the IFE conducted 2,809 electoral politics courses, at which 57.54% of participants were women (see Annex IV, section D.); since 2007 it has sponsored campaigns, radio and TV spots, and national competitions. In addition, the Education Model for Equitable Participation<sup>85</sup> mainstreams the gender focus and draws on the experience with the Education Programme for Democratic Participation 2008-2009, in which women accounted for 79.65% of participants in 300 workshops that reached more than 6.5 million people in 1,286 municipios<sup>86</sup>; the platform for the programme is the Education Model for Democratic Participation, which has been applied since 2008 through the CSO Support Programme<sup>87</sup> of IFE (see Annex IV, section F).

117. Between 2006 and 2010 the PROEQUIDAD Fund of INMUJERES provided 9.2 million pesos (US\$757,000) in funding to 41 CSO projects on women's empowerment and leadership in 16 states. Notable programmes include one to promote women's political participation in Guerrero, and one to promote women's human rights in the Federal District (see chapters I to III and Annex IV, section F).

118. Access to decision-making positions. The Mexican Standard for Occupational Equality between Women and Men<sup>88</sup> (NMILMH) has come into force; the GEM 2003 continues to promote equality in hiring and promotion policies; and the programmes for equal opportunities between women and men of SEDENA (2008-2012), SEMAR (2009-2012) and SEGOB (2009-2012) provide for non-discrimination in promotion and recruitment. Pursuant to objective 6 of the PCIAPF, "vertical and horizontal promotion", institutions have included at least one action in their plans (see Annex XII and chapters II, III and XI). Under the programme to recruit female personnel in the Mexican Army and Air Force, launched in 2007, 3,941 women had been recruited as of June 2010, a figure more than 70% higher than that recorded six years earlier (see Annex XI).

119. Annexes XII and XIII present other activities<sup>89</sup> targeted at the general population, at FPA personnel, at local governments, municipal councillors, judges,

<sup>84</sup> Signed by the national presidents of PAN, PRD, Convergencia and PVEM. It was not signed by PRI, Nueva Alianza, the Partido del Trabajo (PT) or the Partido Socialdemócrata (PSD).

<sup>85</sup> This was implemented for the first time in the second half of 2010.

<sup>86</sup> To promote electoral participation (targeted education campaigns), implemented in electoral districts through various means of dissemination. A third of the materials focus on female beneficiaries of social programmes; 27 projects target groups constituted in their majority by indigenous people.

<sup>87</sup> Provides financial support to CSO projects on citizenship training and promotion of political and electoral participation by women. Two national competitions: one to promote equal voting opportunities for women and men (*Campañas ciudadanas de promoción del voto en igualdad de oportunidades entre mujeres y hombres*, 2009) and one on adapting civic education models for participation (*Adaptación de Modelos de Educación Cívica para la Participación*, 2010).

<sup>88</sup> Sponsored by the Ministry of Labour and Social Security.

<sup>89</sup> Seminars, courses, workshops, forums, studies, research etc.

members of political parties, etc. Some of these are being pursued in the framework of the PAIMEF and the now-named PETPEG.<sup>90</sup>

## **B. Participation in civil society organizations**

120. Men are still the majority in many associations<sup>91</sup>. The narrowest gap is to be found in welfare institutions, while labour unions betray the widest gap. The National Survey on Political Culture and Civic Practices 2008 (ENCUP 2008) shows that 34.4% of women 18 years and older have participated in some organization<sup>92</sup>. In August 2009, the Federal Register of Civil Society Organizations had 10,124 registered organizations<sup>93</sup>, and of a total of 16,059 legal representatives registered 6,587 were women and 9,742 were men. Pursuant to the Act to Promote CSO Activities, a Technical Advisory Council was created: in June 2010, 10 of the 17 members of the council were women. In addition, the DF has a CSO registry, with a directory of those benefiting women.

121. In April 2010, there were 98 political groupings registered with the IFE; of these, 18.36% are headed by women and 12.24% have a female general secretary. Women account for 5.3% of general secretaries in all associations registered by the STPS<sup>94</sup>. See also Chapter III on linkages with CSOs.

## **VIII. Article 8**

122. In response to recommendation 29 from the Committee's concluding observations and article 7 with respect to women's participation in the foreign service and internationally, PROIGUALDAD is encouraging Mexican women's participation in decision-making positions within international agencies, and the promotion of equality between women and men as well as the gender focus in international and regional mechanisms, agencies and forums.

123. Since December 2006 the SRE has been headed by a woman, and she has been promoting the actions called for in the draft Programme of Equality between Women and Men of that ministry. The results of a diagnosis on the gender situation of personnel within the national territory and in the Mexican Foreign Service (SEM) are considered for that purpose.

124. The Mexican Foreign Service Act establishes forms of entry and promotion for the diplomatic-consular and technical-administrative branches. These processes are

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<sup>90</sup> Formerly the INMUJERES Fund for Mainstreaming the Gender Perspective 2008-2009. See chapters II and III.

<sup>91</sup> Considering religious groupings, neighbourhood associations, condominiums, labour unions, political parties and groupings, and benevolent institutions.

<sup>92</sup> Covering labour unions, political parties, professional associations, cooperatives, political groupings, benevolent institutions, religious groupings, citizens' organizations, social assistance groupings, neighbours, condominiums, pensioners and retirees, arts and culture, farmers' associations, parent-school associations, assemblies of savings fund members.

<sup>93</sup> The legal configurations recorded in the registry include civil and private benevolent associations, together with private benevolent and assistance institutions.

<sup>94</sup> Of the 1312 registered labour unions, 70 are headed by a female secretary-general. Source: STPS, August 2010.

based on equality of opportunities for personnel<sup>95</sup> and entry through public competition<sup>96</sup>; the initial assessment is performed by educational institutions, without revealing the person's identity. Promotions are awarded through open competition and performance appraisals. In the last five years, approximately 40% of new entries to the SEM were women. Increasing the number of women participating in the SEM entry process is a challenge that must be addressed for the sake of parity.

125. Of the 901 SEM members accredited abroad<sup>97</sup>, 40% are women; the greatest percentage is concentrated in the middle and lower levels, and the lowest percentage in the highest positions. In 2010, of the 145 Mexican representation offices abroad<sup>98</sup>, 21 were headed by women, 108 by men, and in 16 the top positions were vacant.<sup>99</sup>

126. In Mexico the SEM has 266 members, 39.1% of whom are women. There is a disparity in the overall proportion of diplomatic personnel – one woman for every two men – but of every 10 female diplomats one is an ambassador, the same proportion as for men. In the technical-administrative branch, women are still in the majority in the highest ranks<sup>100</sup>, although from 2006 to 2010 their percentage declined from 62% to 59%. In the diplomatic-consular branch, the proportion of women rose from 27% in 2006 to 30% in 2010 (see Annex V).

127. Of the 396 Mexican citizens working in international agencies<sup>101</sup>, 229 are women. The most senior position is held by a woman; in senior management posts<sup>102</sup> there are eight women and nine men; in the professional, general services and languages areas, women occupy 220 positions and men 158. Among the positions held by Mexican women are: Executive Secretary of the United Nations Economic Commission for Latin America and the Caribbean (ECLAC), the Executive Secretary of the Inter-American Commission of Women (CIM) of the Organization of American States (OAS), and the Deputy Director General of Social and Human Sciences of the United Nations Educational, Scientific and Cultural Organization (UNESCO).

## IX. Article 9

128. There have been no new developments to report during this period.

<sup>95</sup> In the diplomatic-consular and technical-administrative branches.

<sup>96</sup> The entry competition comprises three stages, the last of which includes a course in the Instituto Matías Romero and a work assignment in the SRE.

<sup>97</sup> This refers to both branches, diplomatic and consular and technical-administrative.

<sup>98</sup> Representation missions are classified as: embassies, permanent missions, and consulates.

<sup>99</sup> Not all heads of mission are members of the career foreign service. 72% of missions where the senior position is occupied are headed by members of the career foreign service.

<sup>100</sup> Administrative Coordinators.

<sup>101</sup> CTBTO, ECLAC, FAO, Global Fund, IAEA, ICAO, ICC, IFAD, ILO, IMO, INCB, IOM, ITU, OAS, PAHO, UN, UNAIDS, INCTAD, INDP, UNEP, UNESCO, UN-HABITAT, UNHCHR, UNHCR, UNICEF, UNIDO, United Nations Secretariat, UNODC, WFP, WHO, WIPO, WMO, World Economic Forum, WTO.

<sup>102</sup> Executive and Senior Management positions.

## X. Article 10

129. In Mexico the educational characteristics of the population differ by sex, age and place of residence. In most cases, and particularly in rural locations, women find themselves in a less favourable situation. In 2009, the proportion of the female population 15 years and older who were illiterate was greater than among the male population. Of every 100 women, eight could not read or write, while among men the proportion was five in every 100. Chiapas has the highest female illiteracy rate, at 21.8%, and the greatest gender differential: the male illiteracy rate is 12.6%<sup>103</sup> (see Annex 10.1).

130. In the 2009-2010 academic year, 89.3% of male students and 84.7% of female students in upper secondary school were enrolled in academic programmes (baccalaureate), while the proportions in vocational and technical education were 10.6% and 8.5% respectively. More males than females go on to upper secondary education immediately after secondary school.

131. There has been a significant increase in the proportion of females in upper secondary and higher education, narrowing the gender divide at those levels. Women's participation has in fact exceeded that of men, although there is still considerable segregation by careers. In 2010, half of students enrolled in higher education were women (see Annex VI). In the National System of Researchers, women accounted for 33% of candidates at all three levels in 2009 (see Annex XI). Nevertheless, this increase in women's participation in education does not reflect women's economic participation rate which, in 2010, stood at 42% (see Chapter XI).

132. The school completion rate, on the other hand, shows that once women have entered a specific educational level, they are more likely than men to complete it successfully and on time. As they move through the successive levels of schooling, the completion rate declines considerably but the gender differential increases<sup>104</sup>.

133. In 2009 the dropout rate in primary school was 1.2% for males and 0.8% for females. In indigenous communities the dropout rate in primary school is 2.3% for girls and boys alike. At the secondary level, the dropout rate is higher: 7.6% for males and 5.2% for females (see Annex VI, section C.).

### A. Education policy and budgets

134. Consistent with the PND, the objectives and strategies of the Education Sector Programme 2007-2012 and PROIGUALDAD include reducing gender inequalities in educational opportunities. To this end, the SEP received an earmarked budget of 768.3 million pesos<sup>105</sup> (US\$64.1 million) between 2008 and 2010, in addition to

<sup>103</sup> INEGI. Communication of 5 March 2010

<sup>104</sup> The highest completion rates are in primary school, 93.1% for girls and 91.1% for boys. At the secondary level, the gender differential is 8.8 percentage points (83.3% of females and 74.5% of males). In upper secondary education, the completion rate declines considerably: in 2007, two thirds of females (67.3%) completed their baccalaureate studies as programmed, while only slightly more than half of males (56.2%) did so.

<sup>105</sup> In 2008, the SEP received a budget of 259 million pesos for incorporating the gender perspective into eight education programmes. Its 2009 budget was 243.4 million pesos, for a total of 10 programmes. In 2010, it received 265.9 million pesos for six programmes.

funding for scientific, technological and innovation activities from the National Science and Technology Council (CONACYT) (see Annex VI, section D.).

## **B. Literacy**

135. There are more women than men registered in the National Adult Education Institute (INEA), and a greater percentage of women are completing their literacy studies (primary and secondary). In 2008 the INEA provided literacy training for 106,000 adults (74% of them women); 187,000 adults (63% women) completed the primary level and 374,000 (56% women) the secondary level. In 2009, 65% of persons enrolled were women. In Chiapas, women represented 86% of adults completing literacy training (six times more than men). In 2010 the INEA is serving 2.4 million young people and adults (66% women).

## **C. Education scholarships and bursaries**

136. As an affirmative action measure, scholarships for women have increased in number and amount, and new programmes have been established for women in specific situations. In basic education, the SEP has been offering a programme of scholarships to young mothers and young pregnant women (PROMAJOVEN) since 2005: in 2008 it served 3,754 women. For 2009, scholarships were awarded to 7,643 females and, in 2010, to 8,747 (see Annex VI, section E).

137. The amounts of the scholarships granted through the Human Development Opportunities Programme<sup>106</sup> following secondary school are greater for women, and their distribution is nearly equal among the men and women, reflecting the growing participation of girls in education. In 2008 and 2009 more than 50% of beneficiaries were women. For 2010, there were expected to be 2.62 million female scholarship recipients, up from the previous academic year under all headings. The short-term impacts of the scholarships on employment for juveniles and young people in urban zones show that the programme reduced the percentage of working girls between 15 and 18 years of age by 11% in the first year. Both rural and urban areas have seen an increase in the educational levels of boys and girls.

138. The number of scholarships granted through the National Programme of Scholarships for Higher Education (PRONABES) has increased by a factor of seven since its creation in 2002, from just over 44,000 to 300,000. For 2010, nearly 60% of scholarship holders are women<sup>107</sup> (see Annex VI, section F, and Annex XI). The "Leave with Scholarship" programme of the UNAM provides economic support to pregnant postgraduate students.

139. In order to reverse career feminization, the SEP has offered since 2009 a higher education scholarship programme for female students in engineering, technology and physical-mathematical sciences. The National System for Higher Technological Education has invited applications from female graduates in these areas to pursue or complete postgraduate studies or to engage in scientific and technological research.

<sup>106</sup> The Programme provides educational scholarships to beneficiary family members between the ages of eight and 21 years who are registered in classes from third grade to the third year of upper intermediate school.

<sup>107</sup> In 2009 there were 267,385 scholarships awarded, up 14.2% from the previous year (234,211) and 46.1% above the level in 2007 (183,043).

## **D. Other actions in higher education**

140. The commitment to reverse the feminization of careers was confirmed in 2009 at the National Meeting of Public Universities, the theme for which was "paths to gender equity in higher education institutions." As well, INMUJERES and the Centre for Research and Advanced Studies (CINVESTAV) undertook a study on "educational aspects and gender: intervention models for improving learning capacities in mathematics".

141. In 2009, the SEP invited the submission of proposals for research with a gender perspective, as a result of which it supported 25 projects from 23 higher education institutions. As well, the UNAM created the Special Gender Equity Commission in April 2010; it also amended its General Statute and prepared its Development Plan 2008-2011, incorporating the gender perspective.

142. Access and equal opportunities for women in the military. In 2008 female applicants were accepted for the first time in the Naval Academy and the Naval Engineering School. Women have also joined the Military College, the Superior War School, the Military Engineering School and the Air College, as well as 11 of the other 39 military establishments: this prepares them to reach the rank of Major General (*General de División*), the highest rank in the country's Armed Forces (see Annex XI).

## **E. Interagency coordination**

143. In line with the commitments contained in PROIGUALDAD, INMUJERES, the SEP and other educational bodies have pursued various interagency activities, including four special training sessions in gender and education, creation of an educational network for equality (in which education ministries of the 32 federative entities participate), and an interagency group for monitoring equality between women and men in the education sector. In addition, INMUJERES and SEP have signed a cooperation agreement to include the gender perspective in activities and projects of the National Education System.

144. For the eradication of social and cultural stereotypes, see Chapter V. For actions in rural and indigenous areas, see Chapter XIV, and for sports-related issues see Chapter XIII.

## **XI. Article 11**

145. This section addresses women's rights in the employment area, in light of General Recommendations 5, 12, 13, 16 to 19 and 25, and responds to recommendation 31 from the Committee's concluding observations. Annex VII summarizes existing rules and regulations concerning the rights enshrined in this article.

### **A. Basic indicators on employment**

146. According to the National Occupation and Employment Survey (ENOE) for the second quarter of 2008, the female economic participation rate was 42%, and the



male rate was 78.3%; for 2010, those rates were 42.5% and 77.6% respectively. The results of the survey for the second quarter of 2010 show that 80% of women working are in the tertiary sector, 15.6% in the secondary and 3.7% in the primary. The average of weekly hours worked by men in the labour market was 45.2 hours, and for women it was 37.4. In terms of their working situations, only 2.4% of women were employers (6.1% of men). In those same three months, average income per hour worked was 30.30 pesos for men (US\$2.20) and 29 pesos for women (US\$2.17); the Annex to recommendation 37 contains indicators of gender differentials in remuneration and income for the period 2005-2010. Among the over-60 age group in 2000, the retirement rate was 18.1% for men and 5.5% for women, and in 2009 the rates were 51.5% and 9.7% respectively.

147. Paid domestic work. The results of the 2009 ENOE survey show that 1,938,274 people were working as domestics, and 91.9% of them were women. Differentials with men in this sector are very pronounced: 74.5% of female domestic workers receive less than two minimum wages, while only 48.5% of men are earning at that level. Only 5% of women earn more than three minimum wages, while 19.2% of men are in that category. 31.9% of all domestic employees work from 15 to 34 hours a week; 27.5% for 40 to 48 hours; 15.9% less than 15 hours; and 15.7% work 49 hours or more in the week.

148. Although the female participation rate in the workforce has risen in recent decades, it is still below the male rate, for a number of reasons, including directly or indirectly discriminatory hiring practices, pay differentials, problems of labour mobility and promotion, inflexible working conditions, inadequate day-care services for children and older or ill dependents, and the unequal distribution of household chores (in 2010 the participation rate in domestic chores is estimated at 86% for women and 51% for men).

149. With respect to recommendation 31 from the Committee's concluding observations, the federal government unveiled in March 2010 an initiative to reform various provisions of the Federal Labour Act (LFT), designed to secure the objectives of the Labour and Social Security Programme 2007-2012. This initiative would prohibit employers from requiring pregnancy tests<sup>108</sup>; it would punish violators of women's labour rights, including in the *maquiladora* industries; and it would strengthen the inspection and enforcement powers of the labour authorities, such as the Federal Labour Inspection Directorate (DGIFT) of the STPS. It would also make it illegal to engage in, permit or tolerate sexual harassment, it would legalize the practice of awarding weeks of pre- and postnatal leave for female workers, and it would establish new rules for breast-feeding breaks.

150. Although no comprehensive labour reform has been approved, there have been significant steps toward fulfilling Mexico's international commitments in this matter: the LFPED (2003), the LGAMVLV (2007), the LGIMH (2006), the NMILMH (2009), the PNDH (2008), and the intervention protocol for cases of sexual harassment (2010) (see Annex VII, section A).

151. In 2010 the STPS launched a process of consultation on possible ratification of the 1981 ILO Convention No. 156 on workers with family responsibilities. A number of institutions have also approved paternal leave: these include the National

<sup>108</sup> In 2006 the labour and employment department of the DF launched a standing programme against the discriminatory requirement for a pregnancy test.

Communal Lands Development Trust Fund ((FIFONAFE) (1990), the Human Rights Commission of the Federal District (CDHDF) (2008), INMUJERES (2008), TEPJF (2010), SEGOB (2010) and the IFE (2010).

152. In a move to strengthen the work of the DGIFT, there has been a 72% increase (from 218 in 2006 to 376 in 2010) in the number of federal labour inspectors responsible for enforcing labour regulations in businesses subject to federal labour jurisdiction. Consistent with the LFT, the *maquiladora* industry is not included in the list of industrial sectors that fall under federal labour authority. From 2006 until June 2010, there were 150,449 inspections conducted: these included general inspections of working, safety and hygiene conditions, and special inspections of premises containing pressure vessels and boilers, covering the conditions under which women provide services while pregnant or breast-feeding (see Annex VII, section B).

153. To promote decent work and equality of opportunities, the STPS sponsored formulation of the NMILMH, in effect since June 2009, as a voluntary legal instrument for certifying firms that apply good labour practices in terms of equality and non-discrimination, social welfare, a suitable working climate, accessibility and ergonomics, and freedom to join a union. That Standard establishes three critical points that must be met to obtain certification: use of non-sexist, non-discriminatory language in vacancy notices; no requirement for a pregnancy or HIV/AIDS test as a precondition of hiring; and the presence of mechanisms to prevent, address and punish occupational violence. The Standard grants additional points to organizations that apply the criterion of "comparable value" for broadening the principle of equal pay for equal work to embrace equal pay for work of equal value. For more effective applicability there is a technical assistant available for the online self-diagnosis of organizations and an e-learning course on occupational equality. As of January 2010, nine organizations with 689 branches had obtained certification, benefiting a total of 16,432 persons (49% of them women).

154. The STPS also pursues a policy for occupational equality in the following priority areas: promotion of decent work, training for women, combating discrimination and all forms of violence, fostering balance and shared responsibility in workplace and domestic tasks, enjoyment of social benefits, especially child care services, equal treatment in social security systems, valuing domestic work, and preventing and eradicating all forms of labour exploitation of girls under 14 years, with observance of restrictions on the employment of girls from 14 to 16 years of age. In coordination with INMUJERES, it is working together with the labour unions and business chambers to encourage an egalitarian working culture free of violence, and to include the gender perspective in occupational opportunities for indigenous people, to sponsor occupational training for prison inmates, former inmates and their relatives; decent work for young people, and prevention of child labour; employment for older persons, persons with disabilities and persons living with HIV/AIDS. With the Ministry of Economy (SE) it is collaborating in the training of female entrepreneurs, and in improving women's efforts to create, develop and consolidate a business.

155. To foster labour practices with a gender perspective, the STPS grants recognition as a "family-friendly business" (*Empresa Familiarmente Responsable*) to firms that implement policies to reconcile work and family life, to promote equal opportunities, and to combat workplace violence and sexual harassment. Between

2006 and 2009, this distinction was awarded to 217 businesses with a total of 206,707 employees (30.3% of them women). In the same vein, since 2003 INMUJERES has been implementing the GEM, which encourages private, public and social organizations to revise their internal policies and practices so as to reorganize and redefine mechanisms that incorporate the gender perspective and pursue affirmative and equitable actions on behalf of their employees. From its beginnings in 2003 until June 2010, 305 organizations were singled out; the 76 that were evaluated in 2009 were employing 45,009 people (44% women). The GEM has become a benchmark for developing similar certification schemes in other Latin American countries as well as in Egypt and Turkey. For its part, CONAPRED introduced the Model for Recognition of a Culture of Non-discrimination in 2007, and its annual awards have recognized a total of 46 firms.

## **B. Persons with disabilities or in situations of vulnerability**

156. The STPS established the *Red Nacional de Vinculación Laboural*, a national network to promote decent work and equal opportunities and treatment for groups in situations of vulnerability. It comprises networks in 32 states, two regions, 27 municipios and one *sindicatura*. In 2009 the system served a total of 11,593 women, of whom 2,427 were placed in employment and 2,379 received training. As well, the STPS awards the *Distintivo Empresa Incluyente “Gilberto Rincón Gallardo”* in recognition of “inclusive firms” that have at-risk persons on their payroll. In its five years of operation, it has been awarded to 472 workplaces, benefiting 5,982 older adults (35.5%) and persons with disabilities: hearing (22.0%), motor (27.4%), intellectual (8.9%), visual (5.9%), and persons living with HIV/AIDS (0.2%). Of the total, 34.1% are women.

## **C. Social security benefits**

157. Social security coverage in Mexico has increased. In 1992, 80% of persons 65 years and over had neither work nor a pension, and 69% of households were not covered by social programmes or Social Security. In 2008 those figures had been reduced to 34% and 25% respectively. Among the poorest 20% of the population, 94.1% of those over 65 years had no work or pension in 1992; that percentage declined to 90.8% in 2006 and to 70.2% in 2008. In 2006, of the total employee population, 56.9% were women working without benefits, 1.83% had only Social Security, 35% had Social Security and other benefits, and 6.3% had other benefits but no Social Security; for 2009 the corresponding figures are little different (55.8%, 1.9%, 34.9% and 7.4% respectively). In June 2009 the Mexican Social Security Institute (INSS) covered payment to 2,633,529 pensioners and granted 208,658 pension loans. In the first half of 2009 the ISSSTE paid a total of 695,324 pensions and ordinary retirement benefits. The Social Security benefits paid by INSS include special work-oriented training courses and activities for insured women through the so-called “*Casas de la Asegurada*”.

#### **D. Social services in support of care for children and older dependents**

158. In 2009 the Day-care Service Expansion Programme of INSS had 1,577 day-care centres with a total of 240,649 places serving 184,929 eligible working mothers and 520 working fathers. In July 2009 the ISSSTE provided care for 28,653 children in its child welfare and development centres. For persons not covered by the Social Security system the Social Development Ministry (SEDESOL) has been coordinating a programme of day-care centres and nurseries for working mothers since January 2007. Between 2008 and 2010 the programme served an average of 255,000 children, 232,300 mothers, and 4,600 fathers; for the first quarter of 2010 there were 8,853 nurseries in 1,193 municipios (416 of them with indigenous populations), and they were employing 46,400 nursery managers and assistants (99% of them women).

159. For older adults, the Mexican Social Security Institute (IMSS) has the "Active Ageing Programme" and a pilot project for a "tele-assistance and tele-alarm service" for elderly persons who live alone or must remain alone for most of the day: this service allows such people to maintain contact with an operator who will remind them of important events, such as time to take their medicine, and provide an immediate link to relatives, neighbours, emergency services and the police (65% of beneficiaries are women). Under the plan for the elderly (*Plan Gerontológico*) 2006-2025, the ISSSTE is mounting programmes to provide economic support for this population segment, including short, medium and long-term loans, the distribution of discount cards, and free attendance at cultural events.

160. For the population at large, the National Seniors' Institute (INAPAM) offers medical, psychological, educational and legal services, occupational training, social and cultural activities, free-time occupations, physical culture, community development, tourism and recreation services to persons over 60 years. It also offers its members unsecured credit (*créditos a la palabra*, "word of honour" credit) for self-employment so that they can create or expand their own business, and it helps them find employment. The majority of participants in these activities are women. The "70+ programme" (*Programa 70 y Más*), run by SEDESOL, tops up seniors' incomes and social benefits through a monthly stipend of 500 pesos (US\$38) and it offers them services or support through productive and occupational activities, access to health services and treatment for disabilities. From 2007 until April 2010 the majority of beneficiaries have been women, whose numbers rose from 517,424 to 1,083,075.

## **XII. Article 12**

161. This section reports on women's access to medical care, family planning, and medical care during pregnancy, childbirth and postpartum. It also responds to the various topics covered in recommendation 33 from the Committee's concluding observations and those included in General Recommendations 14, 15, 18, 19, 24 and 25. The Annex to recommendation 37 contains health indicators by sex for the period 2005-2010. Health services for rural and indigenous people are discussed in Chapter XIV.

## A. Promotion and expansion of health service coverage and access

162. The Health Ministry (SSA) has created a National Centre for Gender Equity and Reproductive Health (CNEGSR), which runs programmes relating to family planning, cervical and uterine cancer, breast cancer, maternal and perinatal health, gender equality and health, prevention and treatment of domestic and gender-based violence, and sexual and reproductive health for adolescents. In October 2007 it established the Interagency Working Group for Gender Equality and Health, which prepared the Specific Action Programme for Gender Equality in Health 2007-2012.

163. To expand the coverage of health services and provide care for women not eligible for Social Security, the federal government has implemented the Social Health Protection System (SPSS) (*Seguro Popular*, SP); the programme of "medical insurance for a new generation" (SMNG), which guarantees medical service for children born since December 2006 and their families; a fund for protection against catastrophic health expenses (FPGC), which covers interventions such as intensive neonatal care, cervical and uterine cancer, breast cancer, cancer in children and adolescents, bone marrow transplants, cataracts, congenital and acquired surgical defects, and HIV/AIDS; and a special action programme of the SSA, "*Arranque Parejo en la Vida*" ("Fair Start in Life"), which expands capacities and opportunities for women to enjoy a safe and healthy passage through pregnancy, childbirth and postpartum, and which operates in 407 municipios with high rates of poverty and of maternal and neonatal deaths. The Ministry has also implemented a strategy of "lifelong health" and a system of national health cards (see Annex VIII, section A). From January 2004 until April 2010, 70% of women between the ages of 20 and 59 years received national health cards. Clinics have also been established in eight states to provide comprehensive care to women during and after menopause.

164. The IMSS has a programme for strengthening the gender perspective, and since 2002 it has been running the Integrated Health Programmes (PREVENIMSS), under a strategy for delivering and evaluating preventive health services. In 2009 the programmes had the following coverage: children 74.5%; adolescents 39.1%; women 61.4%; men 43.2%; and older persons 45.7%. There is also a women's health programme (20 to 59 years) which provides comprehensive preventive care through a package of actions to promote health, nutrition, prevention and detection of diseases, and reproductive health.

165. In Mexico, the mortality rate from breast cancer rose from 14.9 for every 100,000 women 25 years and over in 2002 to 16.3 in 2007. By contrast, mortality from cervical-uterine cancer declined from 16.7 deaths per 100,000 women 25 years and older in 2002 to 14.0 in 2009. Actions for prevention and diagnosis of cervical cancer and breast cancer<sup>109</sup> include the acquisition of mammogram equipment for public institutions of the National Health System (SMS), the application of Pap smears to women between the ages of 25 and 34 years, human papilloma virus (HPV) detection tests, and anti-HPV vaccinations for women 35 to 64 years of age and girls 9 to 16 years<sup>110</sup>, the establishment of regional molecular biology laboratories with the capacity to process 1,024,000 HPV test samples a year, and the

<sup>109</sup> The Women's Institute of Mexico City reports that in the period 2007-May 2010 a total of 232,633 mammography examinations were performed.

<sup>110</sup> The Women's Institute of the DF reports that the Ministry of Health applied the HPV vaccination to 205,000 girls.

provision of care through the SP and the FPGC for women not eligible for Social Security. In 2010 specialized units were established for the detection and diagnosis of breast cancer in eight states (see Annex XI).

## **B. Maternal mortality**

166. The maternal mortality rate fell from 60 deaths per 100,000 live births in 2002 to 57.23 in 2008. To ensure that this decline continues, in 2008 the federal government established a multidisciplinary group to reduce maternal deaths, and it designed a comprehensive strategy to accelerate the reduction in maternal mortality, as well as an interagency agreement on universal care for obstetric emergencies (SSA, IMSS and ISSSTE). In addition, the "Healthy Pregnancy Strategy" was implemented, allowing pregnant women without financial resources to access medical care, and the "Healthy Communities Fund" (FCS) which funds the operations of the pregnant women's shelters (AME) located in indigenous and low-income municipios with high maternal mortality rates. To reinforce care in obstetric emergencies, the SSA has instituted a network of blood services with government-run blood banks and hospital transfusion services in 12 states. In 2009 and the first half of 2010, 3,677 physicians were trained in dealing with obstetric emergencies, with the emphasis on humane, respectful and non-discriminatory treatment of patients.

167. These efforts include extending the coverage of pregnancy care by building new hospitals and equipping existing ones in nine states, as well as the "Health Caravans", professionally assisted childbirth, particularly in indigenous municipios covered by the SP; linking traditional midwives to health units for the detection and prompt referral of women with obstetrical complications; and the project of CNEGSR and CDI to enlist "community godmothers" to help reduce maternal mortality under the *Oportunidades* Programme. As well, a technical standard on midwifery skills was prepared to certify traditional midwives. For the last nine years there has been a special effort throughout the country to identify improperly classified maternal deaths: this has made it possible to reduce the underreporting of deaths and to recognize the causes of death. In terms of research, the Maternal Mortality Observatory has been created and INMUJERES has been working with the National Public Health Institute (INSP) on applied research into maternal mortality trends at the municipal level and their relationship with social programme coverage, as well as analyzing preeclampsia and postpartum haemorrhaging. INMUJERES-DF conducted an analysis of maternal health care in public health units of the DF and produced a report proposing improvements to reduce severe maternal morbidity.

## **C. Family planning and contraception**

168. Through its special action programme for family planning and contraception, the SSA distributed a total of 2.4 million contraceptives in 2009 to men and women of reproductive age, and since 2008 it has been pursuing a strategy to strengthen postnatal contraception in hospitals in 26 states; in 2009 its coverage was 51.5%, and there was no change in 2010. In the IMSS, coverage rates for postpartum/transcaesarean and post-abortion contraceptive protection are higher, and in the first quarter of 2010 stood at 82.3% and 84.6% respectively. In 2007 the

SSA purchased and distributed 99,220 emergency contraceptive treatments to 32 state health services; since 2008 each state has been purchasing the required number of treatments for distribution.

169. On 27 May 2010 the SCJN upheld the constitutionality of NOM 046-SSA2-2005, the Mexican official standard on criteria for preventing and treating domestic and sexual violence and violence against women, which had been issued by the SSA in April 2009 and which requires all clinics and hospitals throughout the country to recommend the emergency contraceptive pill for victims of rape, to avoid unwanted pregnancies.

#### **D. Legal interruption of pregnancy**

170. On 25 April 2007 the ALDF proved a decree amending the criminal code of the Federal District, and expanding the Health Act for the DF. The decree decriminalizes abortion prior to the 12th week of pregnancy and obliges the government of the DF to reinforce its SRH programmes, to provide abortion on demand<sup>111</sup>, and to offer medical and social counselling. From April 2007 to June 2010, 42,640 women terminated their pregnancy legally in the DF: 76% of them were residents of the DF, 21% lived in Mexico State, and 3% in other states (Morelos, Hidalgo, Puebla, Veracruz and Jalisco). On 28 August 2008 the SCJN plenary ruled that the decree was constitutional. As of July 2010, 16 states had reformed their constitutions to enshrine the protection of life from conception/fertilization<sup>112</sup>. Of those reforms, 15 were published in the official state gazettes. At the present time women are being prosecuted in the states where abortion is penalized by the criminal code. Annex VIII shows the legal grounds in each federative entity for not punishing abortion.

#### **E. Sexual and reproductive education for adolescents**

171. The maternity rate among women under the age of 20 held constant between 2000 and 2008; in the former year 445,775 births to women under 20 years were registered (16% of all births in Mexico), and in the latter year the number was 457,929 (17.4% of the total). Of the births registered in 2008 for women ages 15 to 19, the baby was a first child in the majority (76.5%) of cases; it was a second child or a third child in 18.5% and 3.5% of cases, respectively. Most adolescents are aware of contraceptive methods (97%), even in rural areas and among speakers of indigenous languages (93.4% and 85.1% respectively). Nevertheless, the rate of use of these methods among young women is much lower, as they constitute the group of women with the greatest unmet demand: fewer than half of women between the

<sup>111</sup> The DF government provides legal pregnancy termination services at 15 health centres and hospitals.

<sup>112</sup> Baja California, Campeche, Chiapas, Colima, Durango, Guanajuato, Jalisco, Morelos, Nayarit, Oaxaca, Puebla, Querétaro, Quintana Roo, San Luis Potosí, Sonora, Yucatán. Chihuahua amended its constitution in October 1994, and was therefore not included in the reforms for the period 2008-2009. Chiapas is the only state that had not published its constitutional amendment as of July 2010.

ages of 15 and 19 years make use of contraceptive methods (24.6%), and the percentage drops to 17.7% in the 20-24 years age group.<sup>113</sup>

172. The SSA sponsors a special action programme of sexual and reproductive education for adolescents, and in May 2009 it began distribution of the National Health Card for adolescents of 10 to 19 years in all secondary schools of the country, accompanied by a technical manual for health personnel dealing with this population group. Since 2008 the Youth Integration Centres have been offering preventive guidance to adolescents and adults and promoting their ability to cope with drug-related risk factors. The SEP offers sexual education to adolescents through secondary school textbooks and through biology courses that stress the importance of preventing sexually transmitted infections (STI) and provide information on contraceptive methods. The National Population Council (CONAPO) maintains up-to-date information on reproductive health, contraceptive methods and STI at its webpage ([www.planificanet.gob.mx](http://www.planificanet.gob.mx)) and, in coordination with the IMSS, provides information via its telephone help line *Planificatel*; in addition, it broadcasts a weekly radio programme, *Zona Libre* ("Free Zone"), dealing with population issues, SRH and gender equity. Since the academic year 2008-2009, students in upper secondary schools of the DF have been using the textbook *Tu Futura en Libertad* ("Your Future in Freedom"), 580,000 copies of which are distributed free, and which deals with topics of sexual education, abortion, emergency contraception, living together in society, and HIV/AIDS. In cooperation with the Latin American Centre for Health and Women (CELSAM-Mexico) and public and private sector institutions, INMUJERES took steps to have the 26th day of September celebrated as "National Day for the Prevention of Unintended Adolescent Pregnancy."

#### **F. Sensitizing health personnel to women's human rights**

173. SSA efforts under this heading include the annual campaign marking November as "Reproductive Health Month", a campaign under the slogan "*Las mujeres estamos tomando medidas*" ("We Women Are Taking Steps") for the prevention and control of diabetes, hypertension and obesity, a standing campaign for sexual education targeted at youth, a strategy for promoting health throughout life, and celebration of International Day for the Elimination of Violence against Women. INMUJERES has designed SRH programmes for the female population of all ages through training, awareness raising and dissemination of printed materials targeted at health personnel; especially noteworthy are the campaigns to publicize women's sexual and reproductive rights and to prevent cervical and breast cancer.

### **XIII. Article 13**

174. This section reports on women's rights to bank loans, mortgages and other forms of financial credit and their right to participate in recreational activities, sports and all aspects of cultural life. The information provided relates to recommendation 35 from the Committee's concluding observations.

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<sup>113</sup> Source: *Encuesta Nacional de la Dinámica Demográfica* (National Demographics Survey, ENADID) of 2009.



## A. Access to mortgages and financial credit

175. The national housing policy is coordinated by the National Housing Commission (CONAVI), which runs a programme of federally subsidized economic support for low-income persons to enable them to purchase a new or used house or a serviced lot, to improve their dwelling, to boost their social production, or to build their own home. The cumulative progress report for January-June 2010 on the CONAVI housing subsidy programme “*Esta es su Casa*” (“This is your house”) reveals that 37.3% of funding granted during that period went to women, 60.1% to men, and the remaining 2.6% was earmarked for reconstruction of damaged dwellings (Annex IX, CONAVI line). The analysis by granting agency in that Annex shows that the National Popular Housing Fund (FONHAPO) provided the highest percentage of subsidies to women, through its programmes “*Tu Casa*” (“Your House”) (59.1%) and *Vivienda Rural* (Rural Housing) (56.4%). Annex IX shows the financing granted by FONHAPO from 2007 to June 2010, broken down by sex. As of July 2010, the *INFONAVIT para Todos* programme has allowed employers to enrol their business or household employees in that Institute's housing scheme, on a voluntary basis.

176. An example of an institution that grants consumer credit is the Institute of the National Workers' Consumption Fund (INFONACOT), which offers financing for home improvements, health services, training and education, computer equipment, broadband Internet, new and semi-new automobiles, recreation and culture, support for family businesses, and financial security. Similar services are offered to their members and pensioners by ISSSTE, the Social Security Institute of the Mexican Armed Forces (ISSFAM) and the National Army, Air Force and Navy Bank (BANJERCITO).

## B. Culture, recreation and sports

177. Pillar 3 of the PND contains a section on culture, art, recreation and sports, with specific objectives and strategies for each heading. Accordingly, the National Council for Culture and the Arts (CONACULTA) prepared the National Culture Programme 2007-2012 (PNC) a general objective of which is to promote equality in the enjoyment of culture, to offer high-quality cultural facilities, goods and services, and to encourage expressions of cultural diversity. To achieve these objectives it has implemented programmes to support states' cultural infrastructure (PAICE), to foster artistic creation and development, to promote municipal cultural development, and to support municipal and community cultures (PACMYC), as well as to promote integral development of indigenous culture (PRODICI). Through PACMYC some 1,700 projects are being financed each year in the area of popular arts, traditional medicine, historic memory, ecology and social organization. PRODICI seeks to create conditions for indigenous peoples, organizations and communities to participate in defining, implementing and evaluating their cultural development projects.

178. The IMSS offers courses, workshops and supplementary activities (events, campaigns, exhibitions, conferences) in the areas of social welfare, cultural development, sports and physical culture, and technical training and skills development for women and men in different age groups, including specific activities for women, such as physical activity during pregnancy. SEDESOL runs a

programme to restore abandoned or unsafe public spaces in the country's larger cities. During 2007-2009 programme benefited some 16.3 million people, 47% of whom were women.

179. As part of the National Physical Culture and Sports Programme 2008-2012, the national strategy for physical activity ("*Actívate, Vive Mejor*", "Be Active, Live Better!") was redesigned to encourage everyone to engage in at least 30 minutes of physical activity a day. There is also a programme of physical activity in the workplace for government and private sector employees. Worthy of mention as well are the programme "Physical Activity Fairs for Better Living" and the School and Municipal Sports Centres Programme, which in the first half of 2009 had 2,785 centres installed in 943 municipios, 169 of which have high concentrations of low-income people.

180. The programmes of the National Sports Commission (CONADE) establish and unify criteria for planning, applying and evaluating projects from a perspective of gender equality and equity. In April 2010 a cooperation agreement was signed with INMUJERES to conduct joint activities for the promotion, protection and dissemination of gender equality and the development of women athletes. The products generated include nine editions of the National Award for Women in Sports, designed to recognize and encourage the efforts and dedication of outstanding female athletes in various fields. On the same day, an agreement was signed establishing the Mexican Network of Women in Sports to promote gender equity and equal opportunities between women and men in sports.

#### **XIV. Article 14**

181. This section provides information on rural and indigenous women; it responds to the Committee's recommendations relating to the sixth periodic report of Mexico, contained in paragraph 35 (eradication of poverty) as well as in paragraphs 21, 23 and 33; and it takes into consideration General Recommendations 5, 12, 13, 15, 16, 19, 21 and 23 to 25 of the Convention.

182. Pursuant to recommendations 21 and 35 from the Committee's concluding observations, we reiterate that the PND contains a pillar on equality between women and men, and one of its objectives is the full incorporation of indigenous peoples and communities into the country's economic, social and cultural development, guaranteeing respect for their historic traditions, indicating specific strategies for closing the principal social gaps faced by this sector of the population, with special emphasis on women living in poverty, and linking poverty eradication programmes with programmes for equality of opportunities and non-discrimination against women. The strategies and targets of the PND and the LGIMH are incorporated into PROIGUALDAD 2009-2012, where strategic objectives 5 and 6 relate to poverty eradication.

183. As of May 2009, 19 sector programmes had objectives, strategies and lines of action consistent with the PND and PROIGUALDAD. Of those, 10 relate to the rural and indigenous population and to poverty eradication. The act creating the CDI, the lead body on this topic and a member of SNIMH, calls for including the gender perspective in federal institutions in order to provide greater opportunities for indigenous women, and participation by indigenous peoples in the planning and implementation of development programmes and projects. Annex X details the

special measures that the CDI is taking on behalf of the indigenous population, and its beneficiaries, by sex, for 2009.

184. The previous administration established the National Social Development Policy Evaluation Council (CONEVAL) to conduct regular reviews of social development policy programmes, targets and actions. It is also responsible for establishing guidelines and criteria for the definition, identification and measurement of poverty, systematically tracking such variables as education, health, housing characteristics, environment, social security, nutrition, income, social cohesion, equality of opportunities, and discrimination. In December 2009 the Council presented the methodology for multidimensional measurement of poverty, which will be used to produce the official measure of poverty in Mexico. It will also make it possible to understand the social situation of the entire Mexican population, disaggregated by sex, and the type of attention that each population group requires, and will provide objective and relevant information for making poverty reduction policies more effective.

185. With respect to the second part of recommendation 21 from the Committee's concluding observations, on the impact of macroeconomic policies on women, we may report that, according to Bank of Mexico estimates, in the first half of 2008 the prices of raw materials, and food and energy in particular, continued the steep climb that had begun in 2006; as a result, inflation rose from 3.76% in 2007 to 6.53% in 2008. Weaker growth in GDP (gross domestic product) in the year (1.3%) was accompanied by slowing demand for labour, and consequently higher unemployment. The employment indicator for the formal sector of the economy, represented by the number of workers insured in IMSS, also showed a significant deceleration. At the end of December 2008 that indicator stood at 14,062,552 persons (36.16% women). A more detailed analysis of the effect of the economic crisis on women is found in section B of Annex X. It is important to note in this regard that studies have been prepared on the differential impact of tax policy on women in Mexico.<sup>114</sup>

## A. The poverty situation in Mexico

186. The results from the National Household Income and Expenditure Survey for 2008 indicate that in that year 18.7% of women and 17.8% of men were living in households in conditions of nutritional poverty (*pobreza alimentaria*, unable to cover basic food needs), representing 14.8% of households headed by a man and 12.9% of those headed by a woman. With respect to what is defined in Mexico as *pobreza de capacidades* (unable to cover basic food, health and education consumption), this applied to 20.9% of male-headed households and 17.8% of female-headed households. With respect to the Mexican definition of *pobreza patrimonial* (unable to cover basic consumption of food, education, health, housing, clothing, transportation and other goods), the figures were 41.5% and 36.4%, respectively, for male- and female-headed households.

<sup>114</sup> Lucía Pérez Fragoso and Francisco Cota González (2010). "Gender Analysis of Taxation in Mexico", in Caren Grown and Imraan Valodia (eds.) *Taxation and Gender Equity. A Comparative Analysis of Direct and Indirect Taxes in Developing and Developed Countries*. Routledge/IDRC.

187. As part of the countercyclical measures adopted by the government, the National Infrastructure Fund was created in 2008, the Programme of Support to the Economy, Investment and Employment was implemented, the expenditure budget was increased for that year, and a programme of food support in priority areas (PAAZAP) was initiated. April saw the launch of the *Vivir Mejor* ("Living Better") Strategy, which coordinates the efforts of all agencies for improving living standards, with special attention to vulnerable social groups – women, indigenous people, the elderly, persons with disabilities, and persons living in extreme poverty – and regions and municipios with the lowest human development indices (HDI). In 2008 slightly over 90% of federal funding for social and human development went to the *Oportunidades* human development programmes (PDHO) in their three components (health, education and nutrition); those programmes include ones focused on elderly people in rural areas, rural supply, food support in priority areas, IMSS-*Oportunidades*, SPSS, day-care and nurseries for working mothers, and the "indigenous school shelters" programme of the CDI.

188. Negative fallout from the economic crisis led to the establishment in January 2009 of the "National Accord in Favour of the Family Economy and Employment" and the "Living better" food support programme. Sections C and E of Annex X describe efforts with respect to poverty, health and education by various state governments and their women's units.

189. The Productive Organization Programme for Indigenous Women (POPMI) of the CDI helps women participate in preparing and implementing development plans. Section F of Annex X shows the number of POPMI beneficiaries per year between 2006 and 2010, and section G describes the programme's main achievements in 2009. Of the 2,192 projects approved in that year, 368 served 4,229 female beneficiaries in the 125 municipios with the lowest HDI. Thanks to the ongoing support provided for those projects, 825 of the 1,577 approved in 2007 were still functioning in 2009 (a survival rate exceeding 52%). The programme's impact can be appreciated in the following data from the Transparency and Accountability Observatory instituted by the SFP: two-thirds of beneficiaries reported that their incomes had increased, their status of equality with men had improved, and their general situation as women was better. Two beneficiaries in five decided not to migrate once they received support from the programme, and 70% indicated that rejection or discrimination had declined.

## **B. Social security and health services for rural and indigenous people**

190. According to INEGI data, in 2005 there were 1,512,240 indigenous heads of household who declared they were not enrolled in Social Security. To serve those people, the *Oportunidades* programme ensures access for its beneficiary families to a "guaranteed basic health package" and it also provides support through "*Jóvenes con Oportunidades*" ("Youth with Opportunities") and "*Vivir Mejor*", programmes for seniors, and energy subsidies. People affiliated with the SP insurance system enjoy 100% coverage for the first level of medical treatment, and 95% for the second level. In March 2010 there were 33,803,116 persons affiliated with the SP (54.4% women). In localities where 40% or more speak an indigenous language, there were 3.1 million SP members (52.8% women). Of the total of women affiliated with the SP, 6.8% received obstetrical care (93.4% for childbirth and 6.6% for

abortion)<sup>115</sup>. The number of affiliated families living in poor and very poor regions was 3 million; 83% of them were headed by women.

191. The SSA operates health services networks in low-HDI municipios, covering regular and expanded-service health centres, community hospitals and general hospitals, as well as the "Healthy environment and communities programme": this includes the Mexican Network of Pro-Health Municipios, which provides maternal and perinatal health care. As part of the strategy to eliminate cultural barriers in health services and to promote effective access for indigenous people to medical care, training and awareness activities have been conducted on interculturalism and gender in the context of human rights, targeted at health personnel. For the period 2007-2012 the goal is to reduce maternal mortality by 50% in the 125 municipios with the lowest DHI, through a special project focused on women who have the least access to health services. This includes a community work component, supported in conjunction with municipal presidents, and personalized monitoring of pregnant patients. In 2008, 70 maternal deaths were registered in these municipios; the number declined to 54 in 2009.

192. The IMSS runs the Health Promotion Programme for Indigenous Peoples in seven states, as well as the IMSS Opportunities Programme (PI-O), which provides comprehensive health care to poor rural and urban dwellers through a network of medical facilities comprising 3,549 rural medical units, 70 hospitals, 226 urban medical units and 225 mobile medical units. In 2010, 14 rural obstetric care centres are being constructed and equipped in communities with high maternal death rates in seven states. The PI-O has improved prenatal care, providing an average of 1.3 million consultations per year (6.5 consultations per woman, on average, see Annex 10, section H), and offers guidance to women and men of reproductive age through community workshops on SRH.

193. To reduce complications during pregnancy and childbirth, qualified obstetric personnel are available. During the three years 2007-2009, the PI-O assisted 254,580 births in the programme's rural medical units and hospitals (nearly 90% of pregnant women were attended by qualified personnel). The proportion of childbirths institutionally assisted (by medical units or volunteer personnel) from September 2006 to April 2010 remained steady at 85%.

194. As of April 2010 the PI-O was operating 3,618 rural care centres for adolescents (CARA) in the 17 states where the programme is established, and education groups for pregnant adolescents were also created. The efforts devoted to care for adolescents are reflected in the growing acceptance of contraceptive methods among young people (Annex X, section I).

195. Noteworthy results of the *Oportunidades* programme in rural and indigenous localities include the following: increased demand for health services on the part of beneficiaries living relatively close to health centres; better basic sanitation habits in second-generation households (formed by the sons and daughters of indigenous titleholders); 51% of women were attended by a physician during their last childbirth, and 39% by a midwife; years of schooling for indigenous girls and boys were up by 8% and 10.1%, respectively, five years after they began to receive benefits; the gender gap in school enrolment has been reduced in favour of females;

<sup>115</sup> As of that date, 826,043 women were affiliated with the SP through the "Healthy Pregnancy" strategy, and 99.9% of the country's municipios were covered.

staying in school longer has had the effect of postponing the onset of the female reproductive cycle, and there has been a positive impact on the schooling of indigenous youth, estimated at 0.64 additional education grade for females and 0.84 for males (see Annex X, section J). Moreover, the delivery of monetary transfers to female heads of household has changed the structure of household spending in favour of better nutrition (primarily proteins and vegetables); purchase of goods that alleviate household chores (stove, refrigerator, piped water, household materials); it has improved their self-esteem, their decision-making, and their voice within the family and the community; it has strengthened cooperative networking; it has made women eligible for credit; and the events held to deliver support, and the programme's activities in general, are seen as opportunities for women's socialization and independence. Recent assessments of similar programmes in other Latin American countries, however, cast doubt on the benefits in terms of the specific situation of women, suggesting that the counterpart requirements and demands of the programmes occupy too much of women's time, and that the transfers may provide a disincentive to joining the workforce, as the benefits often disappear when there are other sources of income.

### **C. Access for rural and indigenous women to all types of education and training**

196. The SEP serves the rural and indigenous population through the National Council for Educational Development (CONAFE). The Preschool and Primary Education Programme for Migrant Farm Workers' Children (PRONIM) operates in 21 states; in the academic year 2009-2010 it served a total of 26,334 youngsters, of whom 50.4% were girls. The budget for the scholarship programme for indigenous students pursuing higher studies, run by the CDI, was increased in 2008 to allocate scholarships to female indigenous students; to date, 285 female students have received scholarships for higher education. The Programme for the Development of Priority Zones runs the Community Learning Centres (CCA), public institutions equipped with at least six computers and Internet connectivity and located primarily in poor and very poor municipios and localities. There are currently 2,217 CCAs across the country (92% in areas with indigenous populations). Women have been key to the development of the project (54% of its promoters are women), and they accounted for 60.6% of the total of 249,825 students participating in the period 2001-2010. In collaboration with the CDI, the SCT operates 4,062 Community Digital Centres in 879 municipios with indigenous populations. The *Programa de Gerenciamiento de Núcleos Agrarios* ("Farm Management Programme") of FIFONAFE offers training in the use of new technologies (Internet) to the inhabitants of *ejidos* (communal lands) and communities (54.5% women).

### **D. Agricultural credit and loans, self-help groups, cooperatives, and participation in community activities**

197. A number of federal government programmes have facilitated women's access to employment or work through various types of productive support. In 2007, women represented 48% of beneficiaries under the Productive Options Programme (POP); in 2008 the figure was 51.8%, in 2009 55.8%, and in May 2010 it was 60.2%. The CDI operates the Regional Indigenous Funds Programmes (PFRI), the

Programme for Coordination of Support to Indigenous Production (PROCAPI), the Alternative Tourism Programme in Indigenous Zones (PTAZI) and the Project for Management and Conservation of Natural Resources in Indigenous Zones. In 2008 more than 50% of PFRI beneficiaries were women; for PROCAPI and PTAZI the figures were 41% and 38.2% respectively. The Ministry of Environment and Natural Resources (SEMARNAT) is supporting community ecotourism projects in protected natural areas (ANP).

198. There are also programmes that have budgets earmarked for women and gender equality: this is the case with POPMI (already mentioned), the Programme for Women in the Agricultural Sector (PROMUSAG) of the Ministry of Agrarian Reform (SRA) and, through the SE, the Micro-Financing Fund for Rural Women (FOMMUR), the National Micro-Enterprise Finance Programme (PRONAFIM), which grants 80% of its micro-credits to women in rural and urban areas, and the National Support Fund for Solidarity Enterprises (FONAES), which supports the creation, development and consolidation of social enterprises. Annex X shows the number of women benefiting from these programmes in 2009. As of the first quarter of 2010, FOMMUR, POPMI and PRONAFIM had supported 78,690 productive projects benefiting 83,059 women. The SRA also runs the Support Fund for Productive Agricultural Projects (FAPPA), which supported implementation of 722 productive projects of 7,293 members (53.4% women) in those same years. In the "Young Rural Entrepreneur and Land Fund Programme" (JERFT), run by the same Ministry, women's participation exceeds 50% in some programme stages, although the overall average is around 40% (Annex XI contains indicators by sex for those programmes for 2005-2010). The Programme for Gender Equality and Environmental Sustainability and the Temporary Employment Programme of SEMARNAT have had targeted funding since 2008, with which they have benefited a total of 5,800 and 59,452 women, respectively.

199. The National Commission for Protected Natural Areas (CONANP), through the Conservation for Sustainable Development Programme (PROCODES), supports the rural and indigenous population of the ANPs. In 2008, 36.21% of beneficiaries were indigenous, and of those people 45.3% were women. Through the Strategic Project for Food Security, run by the Ministry of Agriculture, Livestock, Rural Development, Fisheries and Food, support is being provided to rural families in 123 poor and very poor regions in 16 states.

## **E. Equal treatment in agrarian reform plans**

200. Article 2 of the Mexican Constitution guarantees the right of indigenous peoples and communities to hold and own land. Article 18 of the Agrarian Act recognizes a right of precedence for the wife or common-law partner in cases where the *ejidatario* (joint owner of an *ejido*) dies without naming his successors. Article 71 allows an area to be reserved for the establishment of a farm or a rural industry operated by women over 16 years of age, indicating the possibility of including installations intended specifically for the service and protection of rural women (the so-called "women's lot", which is inalienable, is of indefinite duration, and cannot be distrained). The Agrarian Prosecutor's Office (PA) is responsible for Agrarian Conciliation and the *Testamento Agrario* (succession list). In both procedures, women's participation ranges from 21% to 26% of the total.

## **XV. Article 15**

201. With regard to legislation guaranteeing that women's civil and legal capacity shall be identical to that of men, as noted in the previous report, the legal equality of women and men is enshrined in article 4 of the Constitution, and is established in secondary laws at the federal level, such as article 2 of the Federal Civil Code, and in the states.

202. In compliance with General Recommendation 21, and in an effort to continue making progress in adapting a regulatory framework that upholds legal equality, 13 initiatives have been accepted by the Equity and Gender Committee or by the full Chamber of Deputies for further legislative processing.

203. The 61<sup>st</sup> legislative session has seen initiatives to reform the Constitution and to add provisions to democratize its language and thereby contribute to equality of opportunities between women and men.

## **XVI. Article 16**

204. In the area of marriage and family relations, civil legislation at the federal level continues to guarantee women equal conditions with respect to men.

205. A number of legislative reforms have been identified, including those that seek to recognize domestic work performed by women in the home, to use DNA tests as proof of paternity, to eliminate the provision that requires a woman to wait 300 days after a divorce before she can remarry, and to support single mothers and female heads of household. Nine of the legislative initiatives presented in this area relate to the 60th legislative session, and seven to the 61st: all are still pending.

206. Two draft decrees may also be cited: one to create the General Act on Responsible Paternity, which amends, adds and repeals various provisions of the Federal Civil Code, and another to reform and add various provisions to the Act for the Protection of the Rights of Children and Adolescents. Creation of a National Public Registry of Defaulting Alimony Debtors is proposed, as a means of registering and publicizing information on fathers, mothers, guardians etc. who shirk their obligation to provide support.

207. During the 57th legislative session in Mexico State, reforms to the Civil Code were approved, making 18 years the minimum age of marriage for women and men and recognizing common-law spousal status for persons who have lived for more than one year with their partner or who have children.

208. No-fault divorce is now recognized in the DF, and the Civil Unions Act (*Ley de Sociedades en Convivencia*) has been passed, guaranteeing rights to support, succession, guardianship, alimony and reparation of damages for persons living in a union other than a marriage or a common-law partnership.

209. In addition, the DF has amended articles 146 and 391 of the Civil Code to define marriage as the free union of two persons, further enabling persons of the same sex to contract marriage with all the rights inherent in that contract, including the possibility of adoption. In this regard, in August 2010 the plenary of the Supreme Court upheld the reforms to the Civil Code and the constitutionality of same-sex marriages, and extended their validity and recognition to the entire



Republic. With respect to article 391, the Supreme Court spoke in favour of allowing same-sex spouses and partners to engage in legal adoption, on the grounds that this did not violate the rights of children.

210. On 20 July 2010, the Surrogate Maternity Act was approved at the committee stage of the DF Legislative Assembly, allowing a woman to lend her uterus for the gestation of an embryo and to deliver the newborn to its biological parents.<sup>116</sup>

211. Family responsibilities. The 2009 National Time Use Survey (ENUT) shows that on average men devote 15 hours and 12 minutes of the week to domestic chores<sup>117</sup>, while women allocate on average 42 hours and 18 minutes. By contrast, men's participation in work outside the home is greater: they account for slightly over 62.6% of the hours spent at such work, and women 37.4%. On average, men devote 48 hours a week to work outside the home, and women about 40 hours. This translates into salary gaps and under-representation of women in senior positions (see chapters VII and XI).

212. The overall workload borne by women is, on average, 8 1/2 hours more than that of men (58 hours and 18 minutes versus 49 hours and 48 minutes), considering both domestic work and work outside the home, in addition to other tasks such as primary production, care for other persons, support to other families and volunteer work. To reconcile working life with the care of children, Mexico created a programme of day-care centres and nurseries for working mothers (see Chapter XI). In this respect, an initiative for a General Act on reconciliation of working, family and personal life was presented during the 60th Legislature.

## **XVII. Implementation of the recommendations from the sixth periodic report**

### **A. Paragraph 17**

213. Mexico is continuing to implement the recommendations that the Committee included in its 2005 report on the disappearance and murder of women in Ciudad Juárez, Chihuahua, on the basis of article 8 of the Optional Protocol to the Convention. It is doing so through the Federal Government's Action Programme to Prevent and Eradicate Violence against Women in Ciudad Juárez, Chihuahua, better known as the "40-Point Programme of Action", launched on 3 June 2004. In order to measure the effectiveness of actions taken at the three levels of government through this mechanism and to make the appropriate adjustments, those actions are being evaluated by the Commission on Government Human Rights Policy, chaired by the Ministry of the Interior, through the Subcommission on Coordination and Liaison for the Prevention and Eradication of Violence against Women in Ciudad Juárez.

214. With entry into force in 2007 of the General Act on Women's Access to a Life Free of Violence and creation of the National System to Prevent, Treat, Punish and Eradicate Violence against Women, these actions have been assembled and

<sup>116</sup> The biological parents will provide the egg and the sperm.

<sup>117</sup> Includes food preparation, kitchen help, housecleaning, cleaning and care of clothing and footwear, household shopping, management of household payments and procedures, maintenance and repairs to the house and its contents, care for children and other members of the family, care for the ill, and care for persons with physical or mental limitations.

transformed into strategies of national scope to guarantee women's right to a life without violence.

215. Through the 40-Point Action Programme, three strategic lines have been developed to combat violence against women: (a) prosecution and enforcement of justice and promotion of respect for women's human rights; (b) services for victims; and (c) strengthening of the social fabric.

216. To guarantee access to justice for victims and their relatives special institutions have been created, such as FEVIMTRA and the Specialized Office for Female Homicide Investigation, within the State Prosecutor's Office (PJE), staffed by highly trained personnel specialized in investigating such crimes, with full respect for international standards and for the human rights of victims and their relatives.

217. The newly created Crime and Forensic Sciences Laboratory in Ciudad Juárez, equipped with leading-edge technology and specialized personnel, has proven an important scientific and technological tool for assisting the investigation of crimes against women. For example, it facilitated identification of skeletal remains by the Argentine Forensic Anthropology Team.

218. The New System of Criminal Justice in the State of Chihuahua, characterized by greater speed and transparency in processing, respect for human rights, and protection and dignified treatment of the victims of crime, will make it possible for the other powers of government, such as the judiciary, to play a predominant role in protecting and defending the rights of women, and especially those who are victims of violence.

219. Providing care for victims is one of the most significant strategies of the 40-Point Programme. To this end, municipal bodies such as the Care and Prevention Centre for Women and Families in Situations of Domestic Violence (MUSIVI), state bodies such as the Chihuahua Women's Institute or the Specialized Office of the PJE, and federal bodies such as FEVIMTRA and CONAVIM continue to provide guidance, legal advice, psychological and medical support and assistance to the families of female victims of violence.

220. As part of the strategy of providing care for women in situations of violence, the Chihuahua Women's Institute sponsored creation of the State Network to Treat and Prevent Violence against Women, as an interagency coordination mechanism with civil society, to provide high-quality, friendly and efficient service consistent with respect for the human rights of female victims and their relatives. One of the principal strategies of the network is to standardize care protocols.

221. The Protocol on treatment, response and coordination among federal, state and municipal authorities in cases of missing women and girls in the municipio of Ciudad Juárez, better known as the "Alba Protocol", was implemented in March 2005 by the federal government to pool efforts with the state and municipal levels for improving search and location procedures for missing or absent girls and women; it has proven its effectiveness, and is now being reviewed for further improvements.

222. In addition to this search and location strategy, the PGJE, through the Missing Persons Investigation Unit, assisted by Internet publication of notices of missing or

absent women, has helped to resolve many cases where the victim has either been found alive or the remains have been identified.

223. The federal government strategy to strengthen the social fabric, beyond making improvements to the physical aspects of streets, parks, sports centres and community facilities, is focused on reinforcing the social capital represented by academic and civil society organizations working to promote women's human rights. One of its strategies has been to support their initiatives and build their capacities, for example with funding from the Social Co-investment Programme of SEDESOL and the PROEQUIDAD programme of INMUJERES.

224. Through the strategy known as *Todos Somos Juárez, Reconstruyamos la Ciudad* ("We Are All Citizens of Juárez, Let's Rebuild the City")<sup>118</sup>, new components have been added for rebuilding the social fabric, such as incorporating public and private elementary schools into the Safe Schools Programme, where secondary school principals, teachers and parents of the municipio are trained in mediating conflicts and preventing violence and addictions. Cultural and sporting programmes have also been introduced to provide better training for children and adolescents, with contents geared to preventing violence and fostering gender equality and equity.

225. The 40-Point Action Programme was reinforced with publication, on 10 December 2009 of the judgment of the Inter-American Court of Human Rights in the "*Campo Algodonero*" ("Cotton Field") case, *Gonzales et al. versus Mexico*. Actions and strategies have been reinforced to guarantee the life and safety of women in both public and private spaces. In the context of the Subcommission on Coordination and Liaison for the Prevention and Eradication of Violence against Women in Ciudad Juárez, coordinated by SEGOB, a working group was established in compliance with the ruling, and INMUJERES is a member of the working group. As well, the PJF and the Legal Investigations Institute of UNAM held a roundtable to analyze the judgment as well as the consequences and challenges involved in executing it in Mexico.

226. Through its national meetings of the legal units of the state mechanisms for the advancement of women, INMUJERES has developed a number of strategies for publicizing and analyzing the domestic implications of the judgment, it has sponsored forums for legal analysis of the need to make femicide a crime in Mexico, and it has analyzed the *Campo Algodonero* judgment. In addition, INMUJERES is promoting the agenda for harmonizing the country's legislation with the principal instruments dealing with women's human rights, including CEDAW and the Convention of Belém do Pará, which allow the Court's ruling to be implemented throughout the Mexican legal system.

227. The Mexican State recognizes that there are still challenges to be addressed on the legislative and regulatory fronts, and in terms of the accessibility, administration and prosecution of justice, as well as the prevention, punishment and eradication of violence against women. Consequently, the country must continue to strengthen the actions taken and to reinforce interagency coordination between the three branches of the federal State and the three orders of government, something that would at the same time help to ensure comprehensive reparations for damages, as called for in the Inter-American Court's judgment.

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<sup>118</sup> See <http://www.todosomosjuarez.gob.mx/>.

## B. Paragraphs 7, 9 and 41

228. The mandates established in the Convention have been incorporated and mainstreamed into our country's institutional and regulatory framework (see Chapter III), and this made it possible to establish, within SNIMH, a Commission to Monitor Compliance with the CEDAW, through which the methodology used to prepare this report was put into effect.

229. This involved preparing a table that compares the contents of the Convention and the recommendations from the concluding observations of the Committee on the sixth periodic report, as well as the BPA (Beijing Platform for Action) and the MDG (Millennium Development Goals)<sup>119</sup>, which in turn helped in the formulation of the PND, PROIGUALDAD and the PNDH. Again consistent with the Committee's General Recommendations 6 and 10, the web pages of INMUJERES, the SRE and the PJF contains links to the Convention and the monitoring Committee.<sup>120</sup>

230. Mexico also has mechanisms for obtaining information on the achievement of equality and compliance with the Convention. These include the *Portal Aplicativo* of the SHCP, the progress report submitted by INMUJERES to the Chamber of Deputies, the Gender Indicators System, and the Interactive System for Monitoring the CEDAW (SICEDAW).<sup>121</sup>

231. In 2006 there was a public presentation on the recommendations of the Committee from its concluding observations on the sixth periodic report. That marked the beginning of a broad process of publicizing the Convention and the Committee's recommendations. This information was sent to international organizations and cooperation agencies of the United Nations in Mexico, the National Congress, the Advisory and Social Councils of INMUJERES, as well as to the departments and agencies of the Federal public administration<sup>122</sup>, which have contributed to dissemination through training sessions, forums, conferences, publications and internal newsletters. The commitments assumed under the BPA were also included<sup>123</sup>. As well, the PJF, INMUJERES and the SRE, independently or in coordination with international agencies and civil society organizations, have distributed publications on the Convention and the Committee's recommendations, as well as on the BPA and the new measures adopted in 2000.

232. The state IMEFs are also assisting in dissemination, through workshops, forums, seminars, campaigns, publications and information brochures<sup>124</sup>. In some cases, this has made it possible to prepare proposals to harmonize regulatory frameworks with the contents of the Convention. The same dissemination

<sup>119</sup> INMUJERES web page: <http://cedoc.INMUJERES.gob.mx/InfoCEDAW.php>

<sup>120</sup> SRE web page: <http://www.sre.gob.mx/derechoshumanos>; PJF web page: [www.equidad.scjn.gob.mx](http://www.equidad.scjn.gob.mx)

<sup>121</sup> In June 2010 SICEDAW contained 145 documents: 100 reports of States parties in the region; 29 with questions and recommendations from the Committee; and 16 reports presented by CSOs. <http://sicedaw.INMUJERES.gob.mx>

<sup>122</sup> Including SAGARPA, SRE, SEDENA, IMSS, ISSSTE, STPS, SSP, SE, SEGOB-CONAVIM, PGR-FEVIMTRA, SEP, INEGI, SEMARNAT, SRA, SSP, CDI, SENER, SFP, CFE, SECTUR, CONAGUA, SEDESOL, INM.

<sup>123</sup> IFE, SRE, SECTUR, CONAGUA, CFE, INEGI.

<sup>124</sup> Baja California, Colima, DF, Guanajuato, Guerrero, Hidalgo, Jalisco, México, Morelos, Nuevo León, Puebla, Quintana Roo, San Luis Potosí, Sinaloa, Veracruz.

mechanisms have allowed the PJF, through its three bodies<sup>125</sup>, and the legislature, especially through the Equity and Gender Committee of the Chamber of Deputies, to strengthen dissemination and awareness raising on international instruments relating to women's human rights.

### C. Paragraph 37

233. In respect of this recommendation, regarding the use and analysis of statistical data to determine trends over time and to evaluate the results and impact of programmes, plans and policies at all levels, we must note that, pursuant to pillar 3.5 of the PND, government reports of the current administration contain a special section on equality of opportunities between women and men, as well as statistical data disaggregated by sex (the Annex to this recommendation shows the equal opportunity indicators from the fourth government report, published in September 2010). For its part, INMUJERES has designed and implemented the Gender Indicators System (*Sistema de Indicadores de Género, SIG*) which compiles information from other information systems sponsored by the Institute, including the State System of Gender Indicators (SEIG), which the Committee mentioned as an area of concern. The INMUJERES indicators system contains information on population, fertility, mortality and migration, health, education, work, decision-making, indigenous peoples, violence and time use, with data broken down by sex at the national, state and municipal levels. The system is constantly updated with information from primary sources, and it can be consulted at the INMUJERES webpage. As well, the various annexes to the recommendations and articles covered in this report contain data disaggregated by state, size of locality, sex and indigenous population, and these are also analyzed in the sections corresponding to the articles of the Convention.

234. To ensure follow-up and transparency for federal government actions and programmes that have been assigned funding for women and gender equality, INMUJERES has since 2008 been producing quarterly reports, with SHCP and CONEVAL, on application of the earmarked budget allocated to FPA departments, which are submitted to the Chamber of Deputies and published at the transparency portal of INMUJERES.

### D. Paragraph 38

235. The Convention and the Beijing Platform for Action (BPA) provide guidance to the Mexican government in promoting gender equality and the empowerment of women, and they have been incorporated into the PND 2007-2012, PROIGUALDAD 2009-2012, the LGIMH and the LGAMVLV. In April 2009, INMUJERES put together the document in response to the questionnaire sent by the United Nations Division for the Advancement of Women (DAW) on monitoring Mexico's application of the Platform for Action (1995) and the new actions adopted at the 23rd special session of the UN General Assembly (2000); the document contains the principal actions taken by government departments from 2004 through the first quarter of 2009. The following table contains examples of measures applied by federal government departments and agencies with respect to the 12 spheres of special concern in the Platform for Action for the period 2007-2010.

<sup>125</sup> SCJN, CJF and TEPJF

	Year(s) and/or Period(s)	BPA Critical Areas of Concern											
		Poverty	Education and Training	Health	Violence	Armed conflicts	Economy	Power and decision-making	Institutional mechanisms	Human rights	The media Environment	Girls	
Citizenship training strategy for children and youth (IFE)	2007-2010		X					X		X			X
Human Development Plan (SHCP)	2008-2010		X	X							X		
Human Development Opportunities Programme (SEDESOL)	2007-2010	X	X	X			X						X
Programme for equality between women and men. 2008-2012 (SEDENA)	2008-2012		X	X	X			X	X	X	X		
Programme for equality between women and men. 2009-2012 (SEMAR)	2009-2012							X	X	X			
Printed media dissemination programme (PGR)	2008 2010				X					X			
National Population Programme (CONAPO)	2008-2012		X	X	X		X			X		X	
Basic education programme for children of migrant farm workers (SEP)	2010	X	X		X					X			X
Actions targeted at women's groups interested in the care and conservation of natural resources. (SEMARNAT)	2007-2012	X	X					X		X		X	
Actions to promote and achieve detection of HIV in 100% of pregnant women (SSA-CENSIDA)	2010			X									
Institutional Culture Programme 2010-2012 of the Ministry of Public Security (SSP).	2010-2012		X		X			X	X	X	X		
Special Action Programme for Gender Equality in Health (SSA-CNEGSR)	2007-2012		X	X						X			
Special Action Programme to Prevent and Treat Family and Gender-based Violence (SSA-CNEGSR)					X								

### E. Paragraph 39

236. It should be noted that Mexico is meeting the majority of the Millennium Development Goals (MDGs). The measures implemented by the current administration to achieve the MDG are described in the sections of this report dealing with the recommendations from the Committee's concluding observations on the sixth periodic report of Mexico, and the respective articles of the Convention. Thus, MDG 1 is discussed in the section on article 14, MDG 2 under articles 10 and 14, MDG 3 throughout the report; MDGs 4, 5 and 6 in article 12, and in the section on the health of rural and indigenous women under article 14; lastly, MDG 7 is also considered under article 14. To reflect the efforts made by federal departments and agencies, pursuant to the Convention, to integrate the gender perspective into measures for achieving the MDG, the following table shows examples of the measures taken in this regard by selected federal agencies.

	<i>Year(s) and/or Period(s)</i>	<i>MDG-1. Eradication of extreme poverty and hunger</i>	<i>MDG-2. Achieve universal primary education</i>	<i>MDG-3. Promote gender equality and empower women</i>	<i>MDG-4. Reduce child mortality rate</i>	<i>MDG-5. Improve maternal health</i>	<i>MDG-6. Combat HIV/AIDS, malaria and other diseases</i>	<i>MDG-7. Ensure environmental sustainability</i>	<i>MDG-8. Global partnership for development</i>
Programme for equality between women and men (SEDENA)	2008-2012			X					
Gender equity model (SHCP)	2007-			X					
Design and application of gender equity policies (SEP)	2010			X					
Programme for Equality between Women and Men 2010-2012 (FEVIMTRA-PGR) (in preparation)	2010			X					
Programme for the Productive Organization of Indigenous Women (POPMI) (CDI)		X		X					
Human Development Opportunities Programme (SEDESOL)	2007-	X	X	X	X	X			
Agrarian development programme (SRA)	2007-2012	X		X					
Social co-investment programme (PCS) (INDESOL)	1993-	X		X	X	X	X	X	
Programme to coordinate support for indigenous production (PROCAPI) (CDI)		X							
Regional indigenous funds programme (FRI) (CDI)		X							
Indigenous residential schools programme (PAEI) (CDI)			X						
National Health Programme (PRONASA) and Health Sector Programme (PROSESA) (SSA)	2007-2012			X	X	X	X		
Third-level care project (CDI)					X	X	X		
“Casas de la Mujer Indígena” project (CDI)						X			
Programme for gender equality and environmental sustainability (SEMARNAT)	2007-2012			X				X	
Agenda 21 Programme for Mexican Tourism (SECTUR)								X	
Project for natural resource management and conservation in indigenous zones (CDI)								X	
Special action programme Arranque Parejo en la Vida (SSA-CNEGSR)	2007-2012					X			
Special action programme for preventing child mortality (SSA-CNEGSR)	2207-2012				X				
Special action programme on HIV/AIDS and STI (SSA-CNEGSR)	2007-2012				X	X	X		
Project on "gender equality, political rights and electoral justice in Mexico: strengthening women's human rights" (TEPJF, PNUD-México, UNIFEM)	2010-2011			X					

## Annexes

### I. Articles 1 and 2

#### A. CONAPRED. Complaints and Claims

<i>Item</i>	<i>Sep-Dec 2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>Jan-June 2010</i>	<i>TOTAL</i>
Complaints	21	51	68	46	51	237
Claims	13	34	64	33	38	182
<b>TOTAL</b>	<b>34</b>	<b>85</b>	<b>132</b>	<b>79</b>	<b>89</b>	<b>419</b>
<b>CONCILIATION PROCEEDINGS</b>						
Complaints	1	4	13	2	1	21
Claims	4	7	8	5	-	24

#### B. Progress in harmonizing legislation, by federative entity, 2010

<i>Level</i>	<i>Constitution with principle of</i>		<i>LFPED</i>	<i>IMH</i>			<i>AMVLV</i>			<i>LPSTP</i>	<i>Penal Codes (crime)</i>		
	<i>Equality</i>	<i>Non-Disc.</i>		<i>Law</i>	<i>Reg.</i>	<i>Syst.</i>	<i>Law</i>	<i>Reg.</i>	<i>Syst.</i>		<i>FV</i>	<i>TP</i>	<i>D</i>
<b>Federal/National</b>	✓	✓	✓	✓		✓	✓	✓	✓	✓			
Aguascalientes	X						X	X	X		X	X	X
Baja California							X	X	X		X	X	
Baja California Sur	X		X	X			X	X	X		X	X	X
Campeche	X	X	X	X			X		X			X	X
Coahuila	X	X	X	X			X		X		X	X	X
Colima		X	X	X			X	X	X		X	X	X
Chiapas		X	X	X			X	X	X	X	X	X	X
Chihuahua	X		X	X			X	X	X		X	X	X
Distrito Federal	X	X	X	X			X	X	X	X	X	X	X
Durango	X	X	X	X		X	X		X		X	X	X
Guanajuato		X					X	X	X		X	X	
Guerrero	X	X	X				X	X	X		X	X	
Hidalgo	X	X	X				X		X		X	X	
Jalisco		X					X	X	X		X	X	
Estado de México	X	X	X				X	X	X		X	X	
Michoacán		X	X	X			X	X	X		X	X	
Morelos	X	X		X			X	X	X		X	X	
Nayarit	X		X				X	X			X	X	
Nuevo León	X	X					X	X	X		X	X	
Oaxaca	X	X		X		X	X	X	X		X	X	X
Puebla		X		X		X	X	X	X		X	X	
Querétaro		X					X				X	X	
Quintana Roo	X	X		X	X		X	X	X		X	X	X
San Luis Potosí	X	X	X	X			X	X	X		X	X	
Sinaloa	X			X			X	X	X		X	X	
Sonora	X	X		X			X		X		X	X	
Tabasco	X	X					X	X	X	X	X		



Level	Constitution with principle of		LFPED	IMH			AMVLV			LPSTP	Penal Codes (crime)		
	Equality	Non-Disc.		Law	Reg.	Syst.	Law	Reg.	Syst.		FV	TP	D
Tamaulipas	X	X	X	X			X		X		X		
Tlaxcala	X						X	X	X	X		X	X
Veracruz	X	X		X		X	X	X	X		X	X	X
Yucatán		X					X	X	X		X	X	
Zacatecas	X	X	X	X		X	X		X		X	X	
<b>Total (31 states + DF)</b>	<b>23</b>	<b>25</b>	<b>16</b>	<b>19</b>	<b>1</b>	<b>5</b>	<b>32</b>	<b>24</b>	<b>30</b>	<b>4</b>	<b>30</b>	<b>30</b>	<b>13</b>

Source: DGAAI with information from DGTPEG/INMUJERES and CONAPRED (data to July 2010).

LFPED: Federal Act to Prevent and Eliminate Discrimination;

IMH: Equality between Women and Men;

AMVLV: Women's Access to a Life Free of Violence; Reg. Regulation; Syst. System;

LPSTP: Act to Prevent and Punish Trafficking in Persons.

FV; family violence;

TP: trafficking in persons;

D: discrimination.

Note: The LPSTP has its own regulations and system, and Chiapas and the DF have their own regulations.

### C. Federally supported shelters or care centres 2008 and 2009

Federal department/agency	Number of facilities supported
CDI	4
SSA	35
SEDESOL	157
PGR	4
<b>TOTAL</b>	<b>199</b>

Source: INMUJERES / DGTPEG.

### D. State government care facilities for female victims of violence and their children, 2008 and 2009

Federative Entity	2008		2009	
	Refuges, shelters, transit or emergency centres	Outpatient centres	Refuges, shelters, transit or emergency centres	Outpatient centres
Aguascalientes		5		1
Baja California				3
Coahuila		2		7
Chiapas	7	13		2
Distrito Federal			2	
Durango		10	1	
Estado de México	1	2		
Guanajuato				2

<i>Federative Entity</i>	<i>Refuges, shelters, transit or emergency centres</i>	<i>Outpatient centres</i>	<i>Refuges, shelters, transit or emergency</i>	<i>Outpatient centres</i>
	2008		2009	
Guerrero	1	6		6
Hidalgo				7
Jalisco		7	1	4
Morelos				2
Nayarit		2		1
Nuevo León	1	1		1
Oaxaca		1		
Puebla			1	1
Quintana Roo		6		2
San Luis Potosí		1		1
Sinaloa			1	
Sonora		2	2	3
Tabasco		3		1
Tamaulipas		1	1	
Tlaxcala		1		2
Veracruz		2		
Yucatán		6		11
Zacatecas		1		
<b>TOTAL</b>	10	72	9	57

Source: INMUJERES.

#### E. PCS funding of facilities for female victims of family violence and their children 2006 and 2009

<i>Name of programme</i>	2006	2009	<i>General total</i>
Upgrading of shelters		\$11,776,310	\$11,776,310
Shelters	\$5,287,000		\$5,287,000
<b>Total in pesos</b>			<b>\$17,063,310</b>
<b>Total in USD</b>	493,782.19	878,046.07	<b>1,371,828.63</b>

Source: INDESOL.

## F. PAIMEF budgetary spending and projects supported 2006-2010

<i>Year</i>	<i>Budgetary spending</i>	<i>USD</i>	<i>No. of projects supported</i>
2006	\$60,484,697.89	5,649,000.70	31
2007	\$186,129,461.41	17,064,746.97	32
2008	\$183,025,545.55	15,006,029.91	32
2009	\$173,604,757.63	12,944,035.55	31
2010	\$121,231,350.00	9,495,754.64	18
Total	\$724,475,812.48	60,159,567.78	144

Source: INDESOL, with data to 28 May 2010.

## G. Legislative initiatives to enhance women's access to a life free of violence (59th and 60th Legislatures)

### Violence

1. Draft decree reforming, adding and repealing provisions of the Federal Criminal Code (CPF), the Federal Firearms and Explosives Act and the LGAMVL. Presented in December 2009. Would increase from 4 to 6 years the prison penalty for the crime of family violence, would punish persons possessing arms in the home without reporting them to SEDENA, and persons using them to commit violence in the home. Pending approval.

2. Draft decree reforming and adding provisions of the CPF and the Federal Code of Criminal Procedure. Presented in February 2010. Provides that the Public Prosecution office (*Ministerio Público*) shall guarantee the safety and physical integrity of persons reporting family violence and would classify family violence as a serious crime. Pending approval

3. Proposal to amend the Criminal Code of the State of Chihuahua to include as crimes femicide and forced disappearance. Presented in March and December 2007. Legislative processing underway.

4. Amendments and additions to the Criminal Code of the State of Sinaloa, criminalizing femicide and adding a paragraph to article 117 and 117 bis of the state's code of criminal procedure. Presented in November 2007. Legislative processing underway.

### Trafficking in persons

1. Initiative reforming and adding articles to the LPSTP and adding article 35 bis to the General Population Act. Presented in June 2009. Intended to harmonize laws concerning the crime of trafficking in persons in light of the international instruments ratified by Mexico. Referred to the Committee on Population, Frontiers and Migration Matters. Pending approval.

2. Draft decree reforming and adding various provisions to the CPF. Presented in December 2009. Would establish more severe penalties for persons who commit the following conduct against juveniles under 14 years of age: trafficking in persons, procuring, corruption of minors, sexual tourism, child pornography, sexual abuse and rape. Referred to the Justice Committee. Pending approval.

3. Draft decree reforming article 3 of the Federal Act on Organized Crime. Presented in December 2009. Would empower the federal Attorney General's office to pursue the crime of trafficking in persons. Referred to the Justice Committee. Pending approval.

4. Draft decree reforming article 141 of the Federal Code of Criminal Procedure. Presented in April 2010. Would give victims of human trafficking the right to protect their identity and other personal data during criminal proceedings. Referred to the Justice Committee. Pending approval.

5. Resolution (*Punto de acuerdo*) requesting the PGR and the SSP, jointly with other members of the CIPSTP, to protect and provide assistance to victims of trafficking and to sponsor permanent programmes to prevent this crime. Presented in February 2010. It also calls on state legislatures to include human trafficking in their legislation and urges those that already have such legislation to bring it into line with the LPSTP. Pending approval.

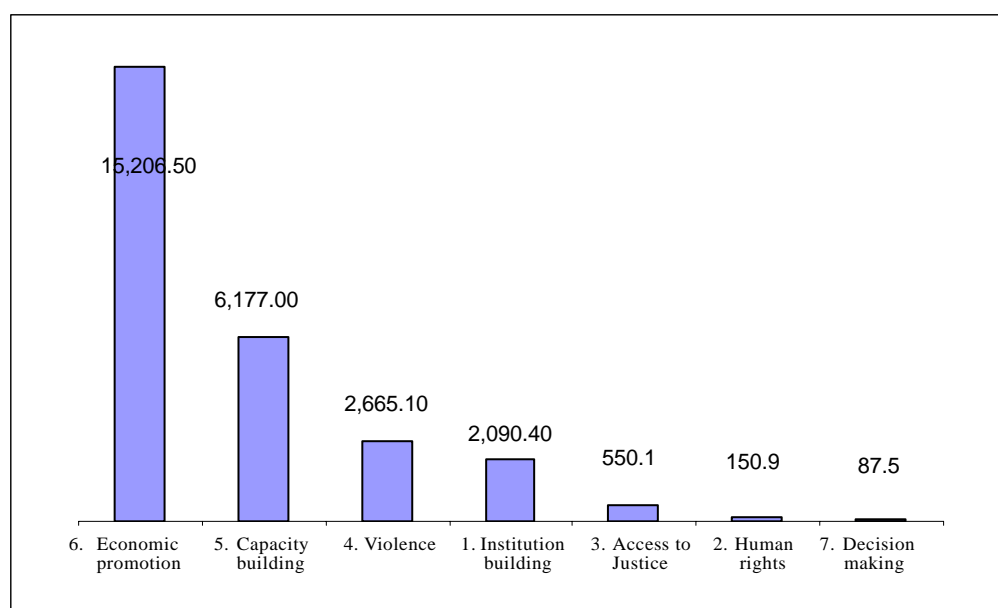
## II. Article 3

### A. Earmarked budget for equality between women and men (PEMIG)

Year	Amount (millions of pesos)	Millions of USD	Programmes
2008	7,024.8	575.9	65
2009	8,981.6	669.6	73
2010	10,920.7	855.3	67

Source: *Diario Oficial de la Federación*, PEF Annexes 9 A and 10, 2008, 2009 and 2010.

### B. Earmarked budget in Annexes 9 A and 10, 2008-2010 aligned with the objectives of PROIGUALDAD (millions of pesos)



Source: INMUJERES/DGEDE, based on annexes 9A and 10 of the PEF 2008-2010.

### C. Amounts allocated to specific gender programmes of the PCS

N°		Programmes (Calls for Proposals)	Projects proposed	Projects supported	Beneficiaries		Budget ceiling	Funds spent
					F	M		
<b>2006 CYCLE</b>								
10	EG	Incorporating GEP into social and human development programmes	62	25	37,510	24,259	\$7,000,000.00 653,768.74 usd	\$5,176,229.00 483,436.68 usd
11	FR	Strengthening shelters and outpatient care centres for women and their children in situations of family and sexual violence.	34	17	10,576	2,354	\$7,000,000.00 653,768.74 usd	\$6,750,000.00 630,419.86 usd
16	MR	Proposals to strengthen alternative and nontraditional income-earning processes/projects developed by rural or indigenous women	58	13	10,272	5,620	\$5,000,000.00 466,977.67 usd	\$2,844,050.00 265,621.57 usd
17	OG	Gender and Poverty Observatory	29	3	4,031	1,511	\$3,000,000.00 280,186.60 usd	\$2,370,000.00 221,347.42 usd
<b>2007 CYCLE</b>								
7	EG	Gender Equity for Social Development	191	76	23,701	11,136	\$25,000,000.00 2,292,053.45 usd	\$19,707,238.00 1,806,801.71 usd
<b>2008 CYCLE</b>								
8	EG	Gender equity for developing models of intervention, participatory research, training and mainstreaming.	212	65	19,562	8,342	\$10,000,000.00 819,887.18 usd	\$15,910,694.00 1,304,497.41 usd
9	OV	Social Violence and Gender Observatory	51	14	43	35	\$11,000,000.00 901,875.90 usd	\$8,986,998.00 8,986,998.00 usd
<b>2009 CYCLE</b>								
9	EG	Proposals for strengthening gender equity	229	96	42,386	14,807	\$20,000,000.00 1,491,207.47 usd	\$22,574,371.00 1,683,153.33 usd
10	FR	Proposals for strengthening outpatient care centres for women and their children in situations of family and gender violence	55	21	6,298	1,491	\$20,000,000.00 1,491,207.47 usd	\$11,776,310.00 878,046.07 usd
11	OV	Proposals for creating and strengthening Social Violence and Gender Observatories to address the origins and characteristics of social and gender violence.	34	14	7,713	4,519	\$10,000,000.00 745,603.73 usd	\$6,389,465.00 476,400.90 usd
<b>2010 CYCLE</b>								
12	EG	Proposals for strengthening gender equity					\$30,000,000.00 2,349,862.50 usd	In process In process
14	OV	Social Violence and Gender Observatory					\$8,000,000.00 626,620.40 usd	In process In process

Source: INDESOL

F= Female; M= Male.

### III. Article 6

#### A. FEVIM and FEVIMTRA-PGR Preliminary Inquiries

<i>Status</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>Jan-June 2010</i>	<i>Total</i>
Initiated	33	80	127	137	66	443
Completed	5	42	71	113	31	262
Underway	28	65	123	158	195	195
<b>Determination by type of resolution</b>						
Case entered	1	3	6	18	12	40
No jurisdiction	4	38	60	72	11	185
No criminal action	0	1	5	11	7	24
Total	5	42	71	101	30	249
<b>Results of search for women and girls</b>						
Reports of missing women	16	47	143	140	126	472
Women located	10	25	87	105	84	311

*Source:* FEVIMTRA. *NOTA:* inquiries completed and underway during the period do not necessarily correspond to those initiated in that period.

#### B. Specialized services provided by FEVIM and FEVIMTRA-PGR

<i>Service</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>Jan-June 2010</i>	<i>Total</i>
Legal support	178	1,797	2,187	2,336	836	7,334
Emotional support	137	2,044	2,530	2,638	1,251	8,600
Social work	93	2,922	1,722	1,596	503	6,836
Coaching	53	464	841	609	251	2,218
Itinerant care services	16	62	89	132	13	312
Telephone help line	134	311	207	653	513	1,818
Cases handled in integral care centres	230	1,077	1,160	1,320	506	4,293
Cases involving possible human trafficking	0	77	29	76	32	214
<b>Total</b>	<b>611</b>	<b>7,600</b>	<b>7,576</b>	<b>7,964</b>	<b>3,367</b>	<b>27,118</b>

*Source:* FEVIMTRA.

### C. Reports of victims of trafficking in persons and related crimes, 2008 and 2009

Fed. Ent.	Trafficking in persons									Related crimes															
	Total		SE		C-PRO		Total			Procuring			CM			CP			EM			Rape			
	M	F	M	F	M	F	M	F	NE	M	F	NE	M	F	NE	M	F	NE	M	F	NE	M	F	NE	
<b>2008</b>																									
AGS	-	-	-	-	-	-	22	40	-	-	-	-	22	40	-	-	-	-	-	-	-	-	-	-	-
MEX	-	-	-	-	-	-	12	34	-	-	5	-	7	10	-	-	-	-	5	19	-	-	-	-	-
MICH	-	1	-	1	-	-	1	6	-	-	2	-	-	4	-	1	-	-	-	-	-	-	-	-	-
SIN	-	2	-	2	-	-	30	143	-	-	-	-	18	29	-	12	9	-	-	2	-	-	103	-	
TAB	-	-	-	-	-	-	25	170	-	-	-	-	5	6	-	-	-	-	-	-	20	164	-	-	
YUC	-	-	-	-	-	-	5	12	-	-	1	-	5	2	-	-	-	-	-	-	-	9	-	-	
MOR	-	-	-	-	-	-	31	80	-	2	3	-	17	22	-	-	-	-	-	-	12	55	-	-	
JAL	1	12	-	-	1	12	43	157	-	-	17	-	39	44	-	4	2	-	-	-	-	94	-	-	
DF	-	-	-	-	-	-	183	133	-	17	28	-	151	102	-	15	3	-	-	-	-	-	-	-	
ZAC	-	-	-	-	-	-	4	21	-	1	-	-	3	4	-	-	-	-	-	-	-	17	-	-	
CHIH	-	5	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TLAX	-	8	-	8	-	-	-	8	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
QRO	-	-	-	-	-	-	1	5	5	-	-	5	1	3	-	-	-	-	-	-	-	2	-	-	
PUE	-	-	-	-	-	-	8	213	2	-	12	-	8	15	2	-	3	-	-	-	-	183	-	-	
HGO	2	8	2	8	-	-	7	36	-	-	1	-	7	5	-	-	-	-	-	-	-	30	-	-	
N.L.	-	-	-	-	-	-	93	240	-	-	-	-	93	80	-	-	2	-	-	-	-	158	-	-	
B.C.	-	-	-	-	-	-	32	32	-	32	2	-	-	30	-	-	-	-	-	-	-	-	-	-	
TAMPS	-	-	-	-	-	-	78	124	-	-	-	-	30	27	-	2	-	-	-	-	46	97	-	-	
<b>TOTAL</b>	<b>3</b>	<b>36</b>	<b>2</b>	<b>24</b>	<b>1</b>	<b>12</b>	<b>575</b>	<b>1,454</b>	<b>7</b>	<b>52</b>	<b>79</b>	<b>5</b>	<b>406</b>	<b>423</b>	<b>2</b>	<b>34</b>	<b>19</b>	<b>-</b>	<b>5</b>	<b>21</b>	<b>-</b>	<b>78</b>	<b>912</b>	<b>-</b>	
<b>2009</b>																									
HGO	-	1	-	1	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
MEX	-	-	-	-	-	-	22	48	12	-	7	4	-	-	-	-	-	22	41	8	-	-	-	-	
MICH	-	-	-	-	-	-	41	201	-	-	8	-	27	37	-	-	4	-	-	-	14	152	-	-	
N.L.	-	-	-	-	-	-	93	158	98	-	-	-	92	73	38	-	-	5	-	-	1	85	55	-	
QRO	-	-	-	-	-	-	6	11	2	-	3	2	6	5	-	-	-	-	-	-	-	3	-	-	
QROO	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>162</b>	<b>419</b>	<b>112</b>	<b>-</b>	<b>19</b>	<b>6</b>	<b>125</b>	<b>105</b>	<b>38</b>	<b>-</b>	<b>4</b>	<b>5</b>	<b>22</b>	<b>41</b>	<b>8</b>	<b>15</b>	<b>240</b>	<b>55</b>	

SE= Sexual Exploitation; C-PRO = Child Prostitution; CM= Corruption of minors; CP=Child Pornography; EM= Exploitation of Minors. Source: FEVIMTRA, June 2010. NOTA: The Procuradurías Generales de Justicia of Quintana Roo and San Luis Potosí, report no preliminary inquiry or findings relating to the crime of trafficking in persons or related crimes.

## D. State legislation on trafficking in persons (updated as of April 2010)

<i>Federative Entity</i>	<i>Law exists</i>	<i>Crime specified</i>	<i>Crime not specified</i>	<i>Penalties for persons who promote the exploitation of women and girls in prostitution and pornography</i>
<b>Federal/Nacional</b>	✓			a) 6 to 12 years of prison and 500 to 1500 days' fine; b) 9 to 18 years of prison and 750 to 2250 days' fine; c) May be increased by up to half
Aguascalientes		✓		a) 6 to 12 years of prison and 100 to 200 days' fine; b) May be increased by up to half; c) payment of reparations for damages and injuries caused
Baja California		✓		a) 4 to 9 years of prison and 400 to 1000 days' fine; b) 8 to 15 years of prison and 1000 to 2000 days' fine; c) the maximum penalty may be increased by half; d) seizure of proceeds of such conduct.
Baja California Sur		✓		a) 5 to 10 years of prison and 800 to 1800 days' fine; b) 6 to 14 years of prison and 100 to 200 days' fine; c) May be increased by up to half.
Campeche		✓		a) 4 to 8 years of prison and 60 to 240 days' fine; b) May be increased by up to half.
Coahuila		✓		
Colima		✓		
Chiapas	✓	In law		a) 6 to 12 years of prison and 500 to 1500 days' fine; b) 9 to 18 years of prison and 750 to 2250 days' fine; c) May be increased by up to half.
Chihuahua				a) 6 to 12 years of prison and 500 to 1500 days' fine; b) 9 to 18 years of prison; c) May be increased by up to half.
DF	✓	✓		
Durango		✓		
Guanajuato		✓		a) 8 to 16 years of prison and 1000 to 3000 days' fine; b) 16 to 26 years of prison and 1000 to 3000 days' fine; c) the maximum penalty may be increased by half.
Guerrero		✓		a) 6 to 12 years of prison and 500 to 1500 days' fine; b) 9 to 18 years of prison; c) May be increased by up to half
Hidalgo		✓		a) 2 to 8 years of prison and 100 to 400 days' fine; b) the foregoing penalties may be increased by half; d) the penalties may be increased by 1/3.
Jalisco		✓		a) 6 to 12 years of prison and 500 to 1500 days' fine; b) may be increased by 1/3; c) May be increased by up to half.
Estado de México		✓		a) 6 to 12 years of prison and 500 to 1000 days' fine; b) 9 to 18 years of prison and 500 to 2000 days' fine; c) the maximum penalty may be increased by half.
Michoacán		✓		a) 6 to 12 years of prison and 500 to 1000 days' fine; b) 8 to 14 years of prison and 1000 to 2000 days' fine; c) may be increased by 1/3; d) the foregoing penalties may be increased by up to half.



<i>Federative Entity</i>	<i>Law exists</i>	<i>Crime specified</i>	<i>Crime not specified</i>	<i>Penalties for persons who promote the exploitation of women and girls in prostitution and pornography</i>
Morelos		✓		a) 8 to 15 years of prison and 1000 to 2000 days' fine; b) 9 to 18 years of prison and 1500 to 3000 days' fines; c) may be increased by one half.
Nayarit		✓		a) 6 to 12 years of prison and 500 to 1500 days' fine; b) 9 to 18 years of prison and 752 to 2000 days' fine; c) may be increased by 1/3; c) the penalties may be increased by up to half.
Nuevo León		✓		a) 8 to 20 years and 1000 to 5000 days' fine; b) 10 to 25 years and 2000 to 8000 days' fine; c) 15 to 30 years and 1000 to 10000 days' fine; d) may be increased by up to half; e) prison penalty will not be less than 2/3 of the minimum penalty for the crime committed
Oaxaca		✓		a) 12 to 18 years and 600 to 1350 days' fine; b) 18 to 27 years and 1200 to 1500 days' fine.
Puebla		✓		a) 4 to 9 years of prison and fine of 400 to 900 days' wage; b) 7 to 15 years, seizure of property and disqualification; d) the foregoing penalties may be doubled if the victim is under 16 years
Querétaro		✓		a) 6 to 8 years of prison and up to 500 days' fine; b) the foregoing penalties may be increased by up to half.
Quintana Roo		✓		a) 7 to 18 years of prison and 50 to 300 days' fine; b) the penalty may be increased by half; c) the prison penalty may be increased by up to three years and the fine by up to 200 days
San Luis Potosí		✓		a) 3 to 8 years of prison and a fine of 300 to 800 days' minimum wage; b) 5 to 10 years of prison and 500 to 1000 days' minimum wage; c) without prejudice to punishment for other crimes; d) the penalties indicated may be doubled
Sinaloa		✓		a) 6 months to 8 years of prison and 100 to 500 days' fine; b) may be increased by up to half.
Sonora		✓		a) 6 to 12 years of prison and 100 to 500 days' fine; b) 9 to 18 years of prison de 200 to 500 days' fine; c) May be increased by up to half.
Tabasco	✓	In law		From 6 to 12 years and a fine of 600,000 days' minimum wage.
Tamaulipas			✓	
Tlaxcala	✓	✓		a) 7 to 15 years and a fine of 500 to 1500 days' wage; b) 9 to 18 years of prison; c may be increased by up to half; d) the offender will also be required to pay reparations
Veracruz		✓		a) 5 to 10 years and up to 300 days' fine; b) 6 to 14 years and up to 500 days' fine.
Yucatán		✓		a) 6 to 12 years of prison and 100 to 500 days' fine; b) the penalties may be increased by up to half.
Zacatecas		✓		a) 6 to 12 years of prison and a fine of 50 to 100 <i>cuotas</i> ; b) 9 to 18 years of prison and a fine of 50 to 150 <i>cuotas</i> ; c) may be increased by up to half
<b>Total</b>	<b>5</b>	<b>31</b>	<b>1</b>	

Source: FEVIMTRA.

## IV. Article 7 and recommendation 29 from the concluding observations

### A. Positions held by women

**Executive branch.** In June 2010 the lowest female participation in government ministries was in the SCT, at 21.8%. In 2008, the SRE, SEP and SENER (15.8% of all ministries) and 20.3% of departments (*Subsecretarias*, 12 of 59) were headed by women.

**Legislative branch.** In the 60th Legislature (2006-2009, women held 19.5% of seats in the Senate and 23.6% in the Chamber of Deputies. At the beginning of the 61st Legislature (2009-2012) they held 140 seats (28%) in the Chamber of Deputies; eight of these female deputies (four from the PVEM, two from the PRI, one from the PT and one from the PRD) subsequently applied for leave and were replaced by male alternates, bringing the female ratio to 25.8% (129 seats). In June 2010 they represented 21.4% of the Senate and 27.2% of the Chamber of Deputies (136 of 500 seats). In any Legislative session, the composition of the chambers is subject to change, leading to shifts in the proportional representation by sex. In April 2010, women chaired eight of the 44 ordinary committees of the Chamber of Deputies and nine of the 39 special committees, while in the Senate they chaired 10 of the 59 ordinary committees and one of the 14 special committees.

Between August 2006 and August 2009, there were 32 occasions on which a deputy was replaced by an alternate of the opposite sex: in 25 cases a man was replaced by a woman and in seven cases a woman by a man, increasing the number of female deputies by 18. In the Senate there were 12 such shifts in August 2009, when eight male senators were replaced by women and four female senators by their male deputies, for a net increase of four female senators.

Popularly elected positions. Comparing data for 2008 with those for the first months of 2010, we find a slight increase in women's participation, with the exception of governorships.

### Popularly elected positions, 2008 and 2010

Position	2008			2010		
	Women	Total both sexes	% women	Women	Total both sexes	% women
<b>Governor</b> <sup>a/</sup>	2	32	6.3	2	32	6.3
<b>Senator</b> <sup>b/</sup>	25	128	19.5	27	126*	21.4
<b>Deputy</b> <sup>b/</sup>	118	500	23.6	136	500	27.2
<b>Local deputy</b> <sup>c/</sup>	237	1,141	20.8	251	1,137	22.1
<b>Municipal president</b> <sup>c/</sup>	112	2,437	4.6	135	2,438	5.5
<b>Trustee (Síndico)</b> <sup>c/</sup>	366	2,313	15.8	411	2,338	17.6
<b>Councillor (Regidor)</b> <sup>c/</sup>	4,687	15,902	29.5	5,113	15,682	32.6

Sources: *Inmujeres*, calculated with data from the *Instituto Nacional para el Federalismo y Desarrollo Municipal* (INAFED), National Municipal Information System Version 7.0, [online], Mexico, [data to August 2008 and February 2010]. Legislative Assembly of the Federal District [online], Mexico, [consulted on 29 September 2008 and 6 April 2010] at: <http://www.asambleasd.gob.mx/>

a/ *Inmujeres*, calculated with data from CONAGO, list of Governors members of CONAGO [online], Mexico, [consulted on 29 September 2008 and 7 April 2010 at: <http://www.conago.org.mx/>].

b/ Senate of the Republic, [online]; at <http://www.senado.gob.mx/>, and Chamber of Deputies, [online]; at: [www.cddhcu.gob.mx/](http://www.cddhcu.gob.mx/), [consulted on 29 September 2008 and 16 April 2010]. \*The Senate has 128 members but at the time of the consultation only 126 were recorded (2010 data).

c/ The State of Oaxaca has 18 municipios with no information on their presidents.

**Judicial branch.** Of staff employed in the SCJN 45.3% are women; in the administrative area they represent 47% of middle management; 37% of senior management; and 25% of general directors. In the jurisdictional area, women have 42% of decision-making positions in the secretariats that prepare decisions.

In the CJS, there were two female *Consejeras* from 2006 to 2008, and none since 2009. Between 2006 and 2010 there was a slight increase in the number of female district judges and magistrates of the collegial tribunals, although the increase in the total was not proportionate for each year: in 2009 and 2010, women accounted for 126 of 703 and 704 magistrates of collegial tribunals, respectively; in 2007, 98 of 602; and in 2008, 107 of 616.

Of staff working in the TEPJF, 37% are women. By level, 20% are in senior management, 34% in middle management, and 48% at the operating level. In the years 2006, 2009 and 2010, women accounted for seven of the 22 electoral magistrates.

**Autonomous agencies.** In agencies such as the IFE, the number of women in middle and senior management rose from 21% in 2006 to 24% in 2009, the same as the figure in May 2010. Of the nine members of the Electoral Council, three were women in 2006 but only one since 2009.

**Participation in elections.** Between 2007 and 2008 there were 1.2 million new female voters registered and 1.1 million males, and between January and June 2009 the equivalent figures were 454,000 women and 445,000 men. Since 2007 the female/male ratio in the voters' list has been 107/100. In June 2010, the gender breakdown of the persons on the voters' list who received voting credentials was 51.74% female and 48.26% male.

Members of polling booth committees (*casillas electorales*) must be invited to serve by the IFE. In the 2005-2006 electoral process, women represented 55.41% of polling booth officials and 52% of polling booth presidents, while the equivalent figures for 2008-2009 were 55.63% and 53%.

PERCENTAGE OF FEMALE POLLING BOOTH OFFICIALS					
Federal elections	Female officials	Polling booth presidents	Secretaries	Scrutineer 1	Scrutineer 2
2005-2006	55.41%	52%	57%	57%	56%
2008-2009	55.63%	53%	57%	57%	56%

Source: IFE, June 2010.

## B. Supplementary information on the regulatory and institutional framework to promote women's participation

- **Mexican Standard for Occupational Equality between Women and Men.** Considers access under equality of opportunities to management and decision-making positions, and combating discrimination. Published in its definitive version on 9 April 2009, entered into force on 8 June 2010.
- **Regulation governing audits of national political party funds.** Article 19 establishes guidelines to verify that 2% of ordinary public financing for political parties is used for training, promoting and developing women's political leadership in accordance with COFIPE. Published in the DOF on 8 September 2008, came into force on 1 January 2009.
- **Constitution of the State of Oaxaca (article 25 (A)).** The law shall protect and encourage democratic practices in all communities for electing their local governments and guaranteeing access for all women to popularly elected position. Mechanisms shall be established to allow women's full participation in electoral processes and guarantee their right to vote and to stand for election under conditions of equality with men, and shall punish non-compliance. Amendment approved unanimously by the Legislature of the State of Oaxaca on 23 April 2008.
- **Decision of the General Council of the IFE** on criteria applicable for the registration of candidates for deputies under both principles, submitted by political parties or coalitions to the councils of the Institute, for the 2008-2009 electoral process (sections 14 and 15). Seeks to guarantee compliance with electoral rules. Applications for registration of candidates: no more than 60% of the same sex. Verification of compliance with the gender quotas in accordance with political party statutes. Exception to the gender role, relative majority (RM) candidates resulting from a democratic election process. The proportional representation (PR) lists are to be broken into groups of five candidates, in each of which two candidates of the other sex must be listed, alternately. Approved at a special session of the IFE General Council on 10 November 2008.
- **Law of the Federal District on Substantive Equality between Women and Men. Article 10.** Calls for balanced political participation and representation

between women and men; stipulates measures for achieving this (articles 24 and 25). The promulgating decree was issued on 2 May 2007, published in the Official Gazette of the Federal District on 15 May 2007.

### **Major reforms and initiatives to promote women's participation**

**During the 60th Legislature (2006-2009)**, 16 bills were presented dealing with equality in popularly elected office and in the federal administration, parity and gender quotas and procedures for enforcing them. Six of these were rejected in committee and the others are pending.

Of particular interest are (i) the initiative to reform the Mexican Army and Air Force Organization Act, which provides that female members of the Army and Air Force shall have access to all levels of command, and that admission to military training centres must not discriminate by reason of sex. Approved with amendments by the Senate on 19 March 2009, and referred to the Chamber of Deputies on 24 March 2009. As well, (ii) an initiative to reform and supplement various articles of the Mexican Navy Organization Act and the Act Governing Promotions in the Mexican Navy, relating to gender, was presented on 11 July 2007, approved by the Chamber of Deputies on 10 February 2009, and referred on that day to the Senate's combined committees on the Navy and Legislative Studies and Gender Equity. The bill received committee approval on 29 April 2010 but, because of formal amendments, was returned to the Chamber of Deputies and is still pending.

**In the 61st Legislature (September 2009-2010)**, 11 initiatives had been presented as of June 2010, addressing such topics as: same-sex alternates and parity at all levels of the federal elections authority; establishment of national and state executive bodies as well as political party statutes for candidates standing for election under the RM and RP principles for the Senate and Chamber of Deputies, including formulas for members and alternates; and membership of Congressional working bodies.

Of these, only one initiative was approved by the Chamber of Deputies' Committee on Equity and Gender: it would reform articles 38 and 219 of the COFIPE to ensure that political party statutes guarantee gender equity in the makeup of their executive bodies, with no less than 40% and no more than 50% of members of the same sex, and to establish gender parity (50-50) in candidacies for public office, measured across the two levels of candidate and alternate. The remaining initiatives are pending approval.

At the beginning of 2010, a multiparty group of senators presented an initiative to insert in the Constitution the principle of equality of access for women and men to popularly elected office and decision-making positions within the executive branch. It was referred to three committees for examination.

### C. gender quotas and parity in state elections law, 2010

Modality	State	Observations	
PARITY  50/50	<b>Sonora</b>	Applies parity for candidates under both principles and in the membership of electoral bodies.	Exempts RM candidacies and municipal councils elected by direct vote.
	<b>Morelos</b>	Applies parity for PR candidacies and municipal councils.	70/30 under the RM principle, RM candidates for election by direct vote are exempt
	<b>Chiapas</b>	Applies parity for candidates under both principles and for municipal councils.	Exempts RM candidacies and municipal councils elected by direct vote.
	<b>Chihuahua</b>	Applies parity for candidates under both principles and for municipal councils..	Exempts RM and PR candidacies and municipal councils elected by direct vote.
	<b>Colima</b>	Applies parity for PR candidacies and municipal councils.	70/30 under the RM principle, RM candidates for election by direct vote are exempt.
	<b>Tlaxcala</b>	Applies parity for candidates under both principles and in the membership of electoral bodies.	Exempts RM, PR candidacies and municipal councils elected by direct vote.
	<b>Guerrero</b>	Applies parity for PR candidates and is unclear with respect to RM and municipal councils.	Exempts RM candidacies and municipal councils elected by direct vote.
	<b>Campeche</b>	Applies parity for PR candidacies and municipal councils.	Exempts RM candidates elected by direct vote.

Source: INMUJERES /DGTPEG, based on state electoral codes, June 2010.

PR = proportional representation; RM = relative majority.

### Parity and percentage quotas under state electoral laws, 2010

50/50	60/40	70/30	Casos especiales/Cuota Restringida
1. Campeche/PR	9. Aguascalientes/PR	18. Baja California Sur	29. Guanajuato: first three places on the PR list, alternating.
2. Chiapas	10. Baja California	19. Distrito Federal	30. Nuevo León: 70/30, municipal councils only.
3. Chihuahua	11. Coahuila	20. Durango	31. Puebla: 75/25 for all positions
4. Colima/ PR	12. Estado de México	21. Hidalgo	32. Nayarit: recommendation, no penalties
5. Guerrero	13. Oaxaca	22. Jalisco/ PR	
6. Morelos/ PR	14. Querétaro	23. Michoacán	
7. Sonora	15. Tabasco	24. Quintana Roo	
8. Tlaxcala	16. Tamaulipas	25. San Luis Potosí	
	17. Zacatecas	26. Sinaloa/RM	
		27. Veracruz	
		28. Yucatán	
RM + PR = 5	RM + PR = 8	RM + PR = 9	
PR = 3	PR = 1	PR = 1	
		RM = 1	
<b>TOTAL 8</b>	<b>TOTAL 9</b>	<b>TOTAL 11</b>	<b>TOTAL 4</b>

Source: INMUJERES /DGTPEG, based on state electoral codes, June 2010.

PR = proportional representation; RM = relative majority

## D. Actions taken under the Strategic Platform for Political Equity 2008-June 2010

Actions	Highlights
Installation of the Inter-institutional Council and the Citizens Council for promotion and defence of women's political rights, October 2008.	The first Council promotes women's political participation and full exercise of their political rights; the Citizens Council monitors compliance with the COFIPE and state laws.
2009. INMUJERES signed the "Commitment to the Women of Mexico" with four of the eight political parties, which have agreed to include in their platforms and campaigns the principles of equality, non-discrimination, respect for women's rights, and non-violence. It also sponsored a Basic Gender Agenda and respect for the COFIPE	Female candidacies for proprietary federal deputy seats under the RM and RP principles exceeded 40%: PAN 46.15%; PRD 40.79%; PVEM 42.10% and Partido Convergencia 46.17%.
Training programme for strengthening the female leadership	Offers courses and methodologies for strengthening women's capacities and skills in the areas of leadership, political influence, municipal management, and gender awareness raising.
Four regional workshops for election candidates coordinated by INMUJERES, the Instituto Nacional Demócrata and the IMEFs of Michoacán, Tabasco, Tlaxcala and Nuevo León (2009).	270 candidates from all political parties in 28 states participated. Those who were elected were trained in the gender issue, budgeting, and legal matters.
Workshop: " <i>Para empezar con ventaja: Lo que toda diputada debe saber para que su gestión sea exitosa</i> " ("Starting on the right foot: what every successful female deputy should know"), targeted at female federal deputies elected (2009)	51 female deputies from six political parties attended. Some of them spoke out at the first working session of Congress about requests for leave, which in practice reduce the number of female deputies.
Colloquium on <i>La Democracia Mexicana en Clave de Género: Límites y Alcances de la Cuota de Género en el Proceso Electoral Federal 2008-2009</i> , dealing with the limits and scope of the gender quota in federal elections. Coordinated by the Citizens Council, INMUJERES and IFE (2009).	218 people participated from all political parties, the academic world and CSOs. A network of women committed to democracy and gender equity was launched.
First national encounter with state leaders of political parties: "Toward gender equity in the 2010 elections". Intended to stiffen parties' political commitment and promote women's access to positions of power (INMUJERES, IFE, TEPJF, with the cooperation of the Citizens Council).	Attended by 62 state representatives of all political parties of the 15 states holding elections in the first half of 2010.

<i>Actions</i>	<i>Highlights</i>
IFE, TEPJ and INMUJERES organized three regional workshops on the theme "Get Ready to Win", targeted at female candidates from all parties in the 15 states holding elections in 2010; the State of Baja California Sur, which will hold elections in 2011, was also invited.	The TEPJF addressed basic elements of electoral justice, and the protection of citizens' political and electoral rights from a gender perspective. The workshops examined the regulation of systems and state electoral codes, percentages of female candidates according to local rules, electoral codes that punish non-observance of gender quotas, and the procedure for filing lawsuits to protect citizens' political and electoral rights.
Preparation of an initiative to amend the COFIPE to enforce observance of gender quotas by political parties.	The Citizens Council drew up a proposal to ensure that elected members' alternates were of the same sex, to avoid substitution by males.

### E. Training in political and electoral matters

<i>Training in political and electoral matters 2006-2009, IFE</i>			
<i>Year</i>	<i>Females</i>	<i>Males</i>	<i>All participants</i>
<b>2006</b> (January-August)	1,790	1,579	3,369
<b>2007</b>	11,667	9,980	21,647
<b>2008</b>	36,019	22,058	58,077
<b>2009</b>	13,370	12,748	26,118
<b>TOTAL</b>	<b>62,846</b>	<b>46,365</b>	<b>109,211</b>

*Source:* IFE, June 2010

### F. Noteworthy programmes to promote women's participation

#### IFE

- Programme in support of civil society organizations (since 2008). Supports education projects in citizenship, political and electoral participation in various regions. In 2009, 20 projects were supported in 12 states, and CSOs conducted 134 campaigns to promote voting.
- "Education Programme for Democratic Participation 2008-2009". Using a model of education for democratic participation, this was conducted in two stages: 2008, 300 workshops with 79.65% female participation; 2009, 300 local projects directed at more than 6.5 million people.
- "Integral Programme against Discrimination and in Favour of Occupational Equity and a Democratic Culture". Conducted within the IFE by a temporary commission.
- General programmes and policies to promote democratic life through the design, implementation, assessment and improvement of electoral training programmes and civic education, together with campaigns to foster a democratic culture.



- Under the IFE's training programme for the professional elections service, in cooperation with CONAPRED, a conference on "Equality and Democracy" was broadcast via Intranet and EDUSAT.

#### **PGR-FEVIMTRA**

- Equality Programme of the PGR. Considers actions to reduce inequality and gender discrimination within the PGR and beyond

#### **PEMEX**

- Special executive training programme to strengthen the leadership of female workers. Technical specifications were defined, together with the candidate profile for the first group of 70 women.

#### **SSP**

- Sector programme for public security 2007-2012. Includes efforts to boost women's participation in the organizational structure and its decentralized administrative units; to ensure equality of opportunities; and to approve evaluation protocols, operating processes and procedures for the oversight centres at the three levels of government, under the National Public Security System.

#### **Federative Entities**

##### **Aguascalientes**

- Programme to Institutionalize GEP in the State Public Administration, since 2008, under the PFTPEG (formerly the Fund). Seeks to incorporate GEP in institutional life and promote an improved institutional culture that fosters equality of opportunity and pay.

##### **Federal District**

- General Programme for Equality of Opportunities and Non-discrimination for the Women of Mexico City, 2010. Its strategic theme is women's access to political participation and strengthening citizenship, with five strategies and specific targets for increasing and promoting women's participation.
- Programme for women's human rights promoters. Strengthens citizenship and leadership through training. As of June 2010 there were 34 groups of promoters, with 635 women and four men. 2,556 female promoters are registered, and a network of promoters will be established.
- Information programme for the full exercise of women's citizenship (Ministry of Works and Services). Implemented through a workshop on citizenship and political participation for women: in 2009, 40 women and nine men took part.
- Training programme in women's human rights, gender and public policy. Targeted at central and local (*delegacional*) government personnel. In 2008, 1,124 of the 1,617 trainees were women.
- "Citizens in action" programme of Iztacalco (CAI II.Jovenes). Included a course on "youth and social leadership", offering tools for citizen participation, leadership and awareness.

**Guerrero**

- Programme to promote women's political participation. Sponsored by IFE and the women's department of the State of Guerrero to promote recognition of women's political rights.
- Programme to mainstream the gender focus and social participation (women's department of the State of Guerrero). Encourages civic participation through educational lectures on commemorative occasions. Promotes participation by CSOs, 28 of which signed the "State accord for equality between women and men".

**Jalisco**

- Programme for civic participation in the state government (*La Gran Alianza por Jalisco*). Special commitment for women's participation, signed by party representatives, CSOs, the media, the academic world and the state government (in effect until 28 February 2013). Seeks to strengthen women's capacities and their participation in public office, strategic activities, and public policy design and implementation. A state roundtable for women's participation has been established, comprising representatives of CSOs, female leaders, the academic world and political parties.

**Nuevo Leon**

- Political training for women. Workshop entitled "Women can do it!", in two stages 2000-2006 and 2008-2009. The latter stage included five seminars involving 617 women and three men. In 2008 a political training manual was published in two volumes, along with a manual for instructors.
- Training programme for women in "power and leadership": 45 workshops and five conferences involving 3,858 women. A booklet on the workshop was published in 2009 along with an instruction manual for political training courses for women, available at the state government website.

**Puebla**

- One theme of the state programme for gender equality 2008-2011 addresses women's political rights, and calls for measures to guarantee equal access and full participation for women in power and decision-making structures.
- Sector Programme for Security and Justice. Supports professional development for women and men as well as non-discriminatory recruitment and selection to promote women's participation in middle and upper management.

## V. Article 8

### A. Diplomatic-Consular Branch

CATEGORY	2006					2010				
	Total	Women	%	Men	%	Total	Women	%	Men	%
Ambassador (a)	88	25	<b>28%</b>	63	<b>72%</b>	80	25	<b>32%</b>	55	<b>68%</b>
Minister (a)	115	14	<b>12%</b>	101	<b>88%</b>	103	14	<b>14%</b>	89	<b>86%</b>
Counsellor (a)	110	28	<b>25%</b>	82	<b>75%</b>	121	29	<b>24%</b>	92	<b>76%</b>
First Secretary (a)	148	42	<b>28%</b>	106	<b>72%</b>	137	47	<b>34%</b>	90	<b>66%</b>
Second Secretary (a)	142	48	<b>34%</b>	94	<b>66%</b>	156	50	<b>32%</b>	106	<b>68%</b>
Third Secretary (a)	77	23	<b>30%</b>	54	<b>70%</b>	97	39	<b>40%</b>	58	<b>60%</b>
Diplomatic attaché	50	21	<b>41%</b>	29	<b>59%</b>	82	35	<b>42%</b>	47	<b>58%</b>
<b>Total</b>	<b>730</b>	<b>201</b>	<b>27%</b>	<b>529</b>	<b>73%</b>	<b>776</b>	<b>239</b>	<b>30%</b>	<b>537</b>	<b>70%</b>

Source: SRE. Dirección General de Servicio Exterior y Recursos Humanos, 2010.

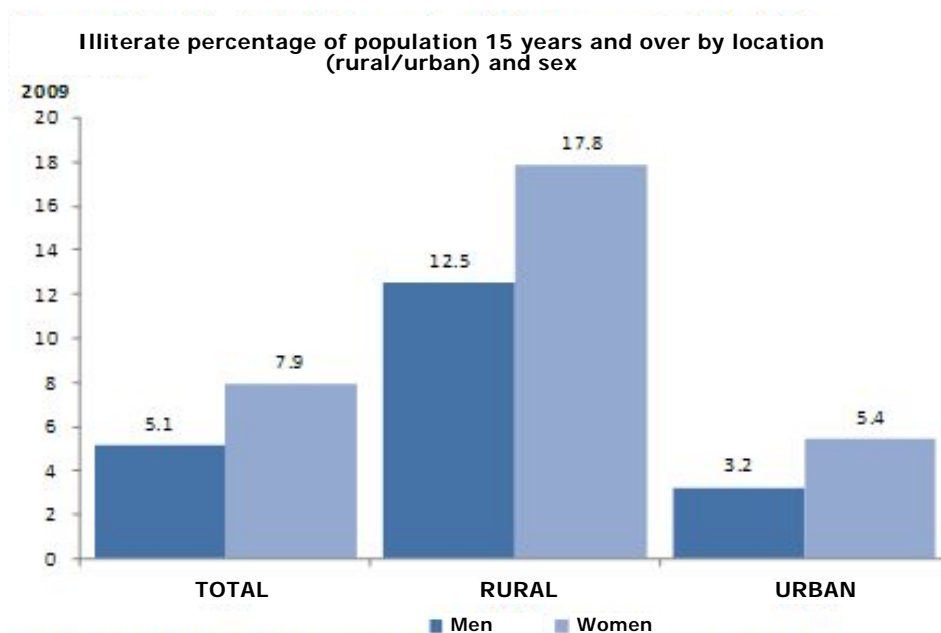
### B. Technical-Administrative Branch

CATEGORY	2006					2010				
	Total	Women	%	Men	%	Total	Women	%	Men	%
Administrative Coordinator (a)	33	19	<b>58%</b>	14	<b>42%</b>	34	21	<b>62%</b>	13	<b>38%</b>
Administrative Attaché (a) "A"	24	14	<b>58%</b>	10	<b>42%</b>	29	17	<b>58%</b>	12	<b>42%</b>
Administrative Attaché (a) "B"	40	22	<b>55%</b>	18	<b>45%</b>	42	25	<b>59%</b>	17	<b>41%</b>
Administrative Attaché (a) "C"	62	44	<b>71%</b>	18	<b>29%</b>	59	42	<b>71%</b>	17	<b>29%</b>
Administrative Technician (a) "A"	133	95	<b>71%</b>	38	<b>29%</b>	75	55	<b>73%</b>	20	<b>27%</b>
Administrative Technician (a) "B"	55	29	<b>53%</b>	26	<b>47%</b>	68	34	<b>50%</b>	34	<b>50%</b>
Administrative Technician (a) "C"	51	25	<b>49%</b>	26	<b>51%</b>	88	39	<b>44%</b>	49	<b>56%</b>
<b>Total</b>	<b>398</b>	<b>248</b>	<b>62%</b>	<b>150</b>	<b>38%</b>	<b>395</b>	<b>233</b>	<b>59%</b>	<b>162</b>	<b>41%</b>

Source: SRE. Dirección General de Servicio Exterior y Recursos Humanos, 2010.

## VI. Article 10

### A. Illiteracy



Source: INEGI-STPS. National Occupation and Employment Survey 2009, second quarter. Database.

### B. Male/female public school enrolment

Education level	Sex	2007-2008	%	2008-2009	%	2009-2010	%
Preschool	Males	2,395,748	50.5	2,340,497	50.6	2,327,725	50.6
	Females	2,349,993	49.5	2,293,915	49.4	2,280,530	49.4
	<b>Total</b>	<b>4,745,741</b>	<b>100</b>	<b>4,634,412</b>	<b>100</b>	<b>4,608,255</b>	<b>100</b>
Primary	Males	7,498,871	51.2	7,576,569	51.2	7,593,412	51.1
	Females	7,155,264	48.8	7,239,166	48.8	7,267,292	48.9
	<b>Total</b>	<b>14,654,135</b>	<b>100</b>	<b>14,815,735</b>	<b>100</b>	<b>14,860,704</b>	<b>100</b>
Secondary	Males	3,068,454	50.2	3,094,294	50.3	3,083,130	50.4
	Females	3,047,820	49.8	3,059,165	49.7	3,044,772	49.6
	<b>Total</b>	<b>6,116,274</b>	<b>100</b>	<b>6,153,459</b>	<b>100</b>	<b>6,127,902</b>	<b>100</b>
Technical and vocational	Males	185,774	51.9	192,097	52.4	197,333	53
	Females	172,853	48.1	174,867	47.6	175,550	47
	<b>Total</b>	<b>358,627</b>	<b>100</b>	<b>366,964</b>	<b>100</b>	<b>372,883</b>	<b>100</b>
Baccalaureate	Males	1,665,961	48	1,705,740	48	1,788,382	48.6
	Females	1,805,454	52	1,851,118	52	1,893,444	51.4
	<b>Total</b>	<b>3,471,415</b>	<b>100</b>	<b>3,556,858</b>	<b>100</b>	<b>3,681,826</b>	<b>100</b>

<i>Education level</i>	<i>Sex</i>	<i>2007-2008</i>	<i>%</i>	<i>2008-2009</i>	<i>%</i>	<i>2009-2010</i>	<i>%</i>
Teachers College ( <i>Normal Licenciatura</i> )	Males	38,064	28.9	37,694	28.7	36,898	28.7
	Females	94,020	71.1	94,069	71.3	91,833	71.3
	<b>Total</b>	<b>132,084</b>	<b>100</b>	<b>131,763</b>	<b>100</b>	<b>128,731</b>	<b>100</b>
University/technology degree courses	Males	1,178,346	50.9	1,216,619	51	1,290,806	51.2
	Females	1,138,655	49.1	1,171,292	49	1,231,442	48.8
	<b>Total</b>	<b>2,317,001</b>	<b>100</b>	<b>2,387,911</b>	<b>100</b>	<b>2,522,248</b>	<b>100</b>
Specialization	Males	18,843	51.4	19,484	48.9	19,225	48.3
	Females	17,800	48.5	20,310	51.1	20,578	51.6
	<b>Total</b>	<b>36,643</b>	<b>100</b>	<b>39,794</b>	<b>100</b>	<b>39,803</b>	<b>100</b>
Master's degree	Males	59,763	49.4	62,041	48.8	64,295	47.7
	Females	61,178	50.5	65,151	51.2	70,458	52.2
	<b>Total</b>	<b>120,941</b>	<b>100</b>	<b>127,192</b>	<b>100</b>	<b>134,753</b>	<b>100</b>
Doctorate	Males	9,592	57.4	10,469	56.4	11,268	54.9
	Females	7,106	42.5	8,061	43.5	9,242	45.1
	<b>Total</b>	<b>16,698</b>	<b>100</b>	<b>18,530</b>	<b>100</b>	<b>20,510</b>	<b>100</b>
<b>Total</b>	Males	16,119,416	50.4	16,255,504	50.4	16,412,474	50.5
	Females	15,850,143	49.6	15,977,114	49.5	16,085,141	49.4
	<b>Total</b>	<b>31,969,559</b>	<b>100</b>	<b>32,232,618</b>	<b>100</b>	<b>32,497,615</b>	<b>100</b>

Source: information provided by SEP, June 2010.

### C. School dropout rates 2008-2009

<i>Education level</i>	<i>Males</i>	<i>Females</i>	<i>TOTAL</i>
<b>Primary</b>			
Total primary	1.2%	0.8%	1.0%
General	1.1%	0.7%	0.9%
Indigenous	2.3%	2.3%	2.3%
<b>Secondary</b>			
Total secondary	7.6%	5.2%	6.4%
Total general	7.0%	4.9%	6.0%
General	7.7%	4.8%	6.3%
Indigenous	N.A.	N.A.	N.A.
<b>Technical and vocational</b>			
Total intermediate vocational	25.0%	22.0%	23.6%
<b>Baccalaureate</b>			
Total baccalaureate	16.9%	13.4%	15.1%

Source: information provided by SEP, June 2010

## D. Funding under Annex 10, Education, of the Federal Budget (PEF) 2010

<i>Strategic activity</i>	<i>Budget (millions of pesos)</i>		
	2008	2009	2010
Design and implementation of gender equity policies		37.3 (2.7 million USD)	62.9 (4.9 million USD)
Design and implementation of education policy	40.0 (3.2 million USD)	-	35.0 (2.7 million USD)
Promotion and dissemination of the rights of young mothers and young pregnant women	10.5 (860,000 USD)	5.0 (372,000 USD)	-
Basic education scholarships for young mothers and young pregnant women	47.2 (3.8 million USD)	52.2 (3.8 million USD)	52.2 (4 million USD)
Basic education programme for children of migrant farm workers	56.3 (4.6 million USD)	71.9 (5.3 million USD)	71.8 (5.6 million USD)
Training for teachers in preventing violence against women	30.0 (2.4 million USD)	20.0 (1.4 million USD)	29.5 (2.3 million USD)
<i>Calle y saberes en movimiento</i> (programme to bring "street children" back to school)	-	7.0 (521,000 USD)	-
<i>Educación básica sin fronteras</i> ("Basic Education without Borders")	-	7.0 (521,000 USD)	-
Higher education scholarships for female students in engineering, technology and physical-mathematical sciences	-	5.0 (372,000 USD)	-
Gender programme funding in higher education institutions (UNAM, IPN, UAM, COLMEX)	-	23.5 (1.7 million USD)	-
Programme of research with a gender focus	20 (1.6 million USD)	-	-
Programme of study for preventing violence against women	5 (409,000 USD)	-	-
Educational project to detect, prevent and address violence against women in SNEST	50 (4 million USD)	-	-
Modernization Fund for Higher Education (FOMES)	-	14.5 (1 million USD)	14.5 (1.1 million USD)
<b>Total</b>	<b>259</b> <b>(21.2 million USD)</b>	<b>243.4</b> <b>(18.1 million USD)</b>	<b>265.9</b> <b>(20.8 million USD)</b>

*Source:* information provided by SEP, June 2010.

### E. Basic Education Grants for Young Mothers and Young Pregnant Women (PROMAJOVEN), 2009

<i>State</i>	<i>Number of grants</i>	<i>State</i>	<i>Number of grants</i>
Aguascalientes	113	Morelos	177
Baja California	131	Nayarit	158
Baja California Sur	95	Nuevo León	93
Campeche	267	Oaxaca	84
Chiapas	534	Puebla	421
Chihuahua	186	Querétaro	270
Coahuila	53	Quintana Roo	160
Colima	27	San Luís Potosí	354
Distrito Federal	197	Sinaloa	397
Durango	197	Sonora	201
Guanajuato	297	Tabasco	87
Guerrero	565	Tamaulipas	152
Hidalgo	325	Tlaxcala	89
Jalisco	344	Veracruz	355
México	214	Yucatán	308
Michoacán	425	Zacatecas	367
<b>Total</b>			<b>7,643</b>

**F. National Programme of Higher Education Scholarships  
(PRONABES) Scholarships awarded during academic year  
2008-2009 by sex**

<i>State</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>State</i>	<i>M</i>	<i>F</i>	<i>Total</i>
Aguascalientes	1,121	1,602	2,723	Quintana Roo	1,810	2,403	4,213
Baja California	1,045	2,374	3,419	San Luís Potosí	1,976	2,421	4,397
Baja California Sur	1,220	1,578	2,798	Sinaloa	1,778	3,067	4,845
Campeche	1,147	1,475	2,622	Sonora	2,024	3,548	5,572
Coahuila	2,424	2,869	5,293	Tabasco	4,262	5,424	9,686
Colima	776	1,051	1,827	Tamaulipas	4,799	6,942	11,741
Chiapas	3,073	3,736	6,809	Tlaxcala	955	1,485	2,440
Chihuahua	3,149	4,653	7,802	Veracruz	12,342	15,748	28,090
Durango	2,043	2,491	4,534	Yucatán	3,721	3,935	7,656
Guanajuato	4,505	5,818	10,323	Zacatecas	2,377	3,669	6,046
Guerrero	2,168	2,684	4,852	Escuela Nacional de Antropología e Historia	73	127	200
Hidalgo	4,086	6,506	10,592	Escuela Nacional de Bibliotecología y Archivonomía	35	111	146
Jalisco	3,592	5,991	9,583	Instituto Politécnico Nacional	8,030	8,292	16,322
Estado de México	10,512	15,702	26,214	Universidad Autónoma Metropolitana	2236	2973	5209
Michoacán	4,809	5,115	9,924	Universidad Nacional Autónoma de México	4,727	9,357	14,084
Morelos	598	1,105	1,703	Universidad Pedagógica Nacional	756	621	1377
Nayarit	1,028	1,250	2,278	Administración Federal de Servicios Educativos en el Distrito Federal	442	1922	2364
Nuevo León	1,689	2,265	3,954	ITDF	161	213	374
Oaxaca	2,471	3,407	5,878	<b>Total</b>	<b>112,661</b>	<b>154,724</b>	<b>267,385</b>
Puebla	6,687	8,493	15,180	<b>%</b>	<b>42</b>	<b>58</b>	<b>100</b>
Querétaro	2,014	2,301	4,315				



## VII. Article 11 and Recommendation 31

### A. Legislation governing occupational equality for women

<i>Instrument</i>	<i>Text /Observations</i>
<b><i>Right to work and equal opportunities for employment</i></b>	
Mexican Constitution	Art. 5. Persons shall not be prevented from performing the profession, industry, trade or work that suits them as long as such activity is lawful.
	Art.123. Everyone has the right to decent and socially useful work, ... the creation of employment and the social organization of work shall be promoted.
Federal Labour Act	Art.3. Work is a social right and duty. It is not a commodity. It requires respect for the liberties and dignity of those who provided and it must be performed under conditions that ensure the life, health and a decent standard of living for workers and their families. There shall be no distinction between workers on the grounds of race, sex, age, religious creed, political doctrine or social condition.
	Art.64. Women enjoy the same rights and have the same responsibilities as men
<b><i>Right to free choice of profession and employment, to promotion, job security and all benefits and conditions of service, and vocational training and retraining.</i></b>	
Mexican Constitution	Art.123. Provides for job security and the right to vocational training
	Art 3.- Work is both a right and a social duty. ... it is in the interest of society to promote and ensure training and skills development for workers
Federal Labour Act	Art. 4.- Persons shall not be prevented from performing the profession, industry, trade or work that suits them as long as such activity is lawful. The exercise of these rights may be prohibited only by resolution of the competent authority when the rights of a third person are attacked or the rights of society are offended
	Chapter III BIS covers worker training: articles 153A to 153X define the obligations of employers and the procedures to be followed for training workers in order to raise their living standards and productivity (153A), which will also be taken into account in promotions (153V)
Federal Act to Prevent and Eliminate Discrimination	Prohibits all forms of discrimination, such as differences in pay, benefits and conditions for equal work, or limiting access to training and professional development programmes.
General Act on Equality between Women and Men	Requires funding to promote equality at work and in productive processes, and the obligation to reduce the factors that hold back the incorporation of persons or that segregate them in the labour market, on gender grounds.

<i>Instrument</i>	<i>Text /Observations</i>
<b><i>Right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment and the evaluation of the quality of work.</i></b>	
Mexican Constitution	Art.123. Equal work shall be paid equal remuneration, without regard to sex or nationality.
Federal Labour Act	Art 86.- Equal wages must be paid for equal work carried out in the same position, workday and conditions of efficiency.
International Labour Organization	Convention 100 (ratified by México in 1952)
General Act on Women's Access to a Life Free of Violence	Defines economic violence against women, occupational violence and sexual harassment and establishes a series of obligations on the part of the three levels of government.
Mexican Standard for Occupational Equality between Women and Men	As a voluntary certification instrument, it rewards labour practices of non-discrimination, social welfare, a suitable working environment, accessibility and ergonomics, and freedom to join a union under conditions of equality between women and men.
Protocol for Responding to Cases of Sexual Harassment	Establishes a process for prevention, treatment and punishment of cases; creates a complaints system that guarantees confidentiality; and establishes a collegial body to decide such matters.
<b><i>Right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave.</i></b>	
Mexican Constitution	These rights are enshrined in the Constitution
Social Security act	Guarantees the right to health, medical assistance, protection of the means of subsistence and the social services needed for individual and collective well-being, and also the right to a pension, subject to prior fulfilment of legal requirements; within its system of obligations, applicable to male and female workers, it provides for the following insurance and services: occupational risk, illnesses and maternity, invalidity and death, retirement, old-age unemployment, and child care and social allowances.
<b><i>Right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction</i></b>	
Mexican Constitution	Art.123, section A (V, XIV and XV) and its regulations

<i>Instrument</i>	<i>Text /Observations</i>
	<b><i>Prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status; introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances.</i></b>
Mexican Constitution	Art.123 (V). Provides that during pregnancy, women shall receive their full salary and shall retain their position and any acquired rights
Federal Labour Act	Arts.164 to 172. Provides procedures for protecting maternity
Social Security Act	Art.94. "In case of maternity, the Institute shall grant the insured person, during pregnancy, delivery and the postnatal period, the following services: obstetrical assistance; aid-in-kind for six months of breast-feeding, and a stipend for the newborn, the amount to be determined by the Technical Board." Art.101. "The insured woman shall have the right, during pregnancy and the postnatal period, to a monetary allowance equal to 100% of the last daily wage, to be received during 42 days before birth and 42 days after birth."
National Human Rights Programme	Prohibits the practice of requiring pregnancy tests as a precondition for hiring and remaining in employment
	<b><i>Encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of childcare facilities.</i></b>
Social Security act	The mandatory Social Security regime includes, among other insurance, child care and social services Articles 201 to 207 govern childcare services.
	<b><i>Provide special protection to women during pregnancy in types of work proved to be harmful to them</i></b>
Mexican Constitution	Art.123. During pregnancy women are not to perform work that requires considerable effort and poses a risk to their health.
Federal Labour Act	Art.166. "When the health of a woman or her foetus would be endangered during the pregnancy or nursing period, and without prejudice to her pay, benefits and rights, she may not engage in unhealthy or dangerous work, night industrial work or work in commercial or service establishments after 10 o'clock at night or for unusual hours."
Federal regulations on safety, hygiene and the working environment	Pregnant women cannot be engaged in employment which involves the operation, transport or storage of teratogenic or mutagenic substances; where there is exposure to sources of ionizing radiation capable of producing contamination in the workplace, in accordance with the applicable legal provisions, regulations and standards; where there are abnormal environmental pressures or disturbed environmental thermal conditions; and where the muscular effort which is required might affect the foetus; where work is performed in perforation towers or marine platforms; submarine, subterranean or open-pit mining activities; work performed in confined spaces; soldering work; and any other activity deemed by the applicable laws, regulations and standards to be hazardous or unhealthy.

## B. Inspections of general working conditions 2006-2010

<i>Year</i>	<i>General working conditions</i>	<i>General safety and hygiene conditions</i>	<i>Special inspections</i>	<i>Pressure vessels and boilers</i>	<i>Total</i>
2006	4,234	3,911	12,748	3,083	23,976
2007	4,605	4,479	12,743	3,154	24,981
2008	5,835	5,615	18,021	3,404	32,875
2009	4,611	6,369	28,598	2,924	42,502
2010*	2,221	5,052	16,986	1,856	26,115
<b>TOTAL</b>	<b>21,506</b>	<b>25,426</b>	<b>89,096</b>	<b>1,421</b>	<b>150,449</b>

Source: STPS. Dirección General de Inspección Federal del Trabajo. July 2010

\* January to June.

## VIII. Article 12

### A. National Health Cards, July 2006-April 2010

<i>Type of Card</i>					
<i>Children 0-9 years</i>	<i>Adolescents 10-19 years</i>	<i>Women 20-59 years</i>	<i>Men 20-59 years</i>	<i>Older adults 60 years and over</i>	<i>Total</i>
8,681,359	3,385,102	9,553,177	6,897,267	3,223,974	31,740,879

### B. Grounds for allowing abortion under state legislation

<i>State</i>	<i>Rape</i>	<i>Criminal negligence</i>	<i>Threat to life</i>	<i>Serious genetic or congenital malformations of the foetus</i>	<i>Grave risk to health</i>	<i>Other grounds</i>
Aguascalientes	✓	✓	✓			
Baja California	✓ <sup>(A)</sup>	✓	✓			✓ <sup>(B)</sup>
Baja California Sur	✓ <sup>(P)</sup>	✓	✓		✓	✓ <sup>(B)</sup>
Campeche	✓	✓	✓			
Coahuila	✓ <sup>(A)</sup>	✓	✓	✓		
Colima	✓ <sup>(A)</sup>	✓	✓	✓		✓ <sup>(B)</sup>
Chiapas	✓ <sup>(A)</sup>		✓	✓		
Chihuahua	✓ <sup>(A)</sup>	✓	*		✓	✓ <sup>(B)</sup>
Distrito Federal	✓ <sup>(P)</sup>	✓	*	✓	✓	✓ <sup>(B) (D)</sup>
Durango	✓	✓	✓			
Guanajuato	✓	✓				
Guerrero	✓	✓		✓		✓ <sup>(B)</sup>
Hidalgo	✓ <sup>(A)</sup>	✓	*	✓	✓	✓ <sup>(B)</sup>
Jalisco	✓	✓	✓		✓	
Estado de México	✓ <sup>(P)</sup>	✓	✓	✓		
Michoacán	✓	✓	✓		✓	
Morelos	✓	✓	✓	✓	✓	✓ <sup>(B)</sup>

State	Rape	Criminal negligence	Threat to life	Serious genetic or congenital malformations of the foetus	Grave risk to health	Other grounds
Nayarit	✓	✓	✓		✓	
Nuevo León	✓		✓		✓	
Oaxaca	✓ <sup>(A)</sup>	✓	✓	✓		
Puebla	✓	✓	✓	✓		
Querétaro	✓	✓				
Quintana Roo	✓ <sup>(A)</sup>	✓	✓	✓		
San Luis Potosí	✓	✓	✓			✓ <sup>(B)</sup>
Sinaloa	✓	✓	✓			
Sonora	✓	✓	✓			
Tabasco	✓	▲	✓			✓ <sup>(B)</sup>
Tamaulipas	✓	✓	✓		✓	
Tlaxcala	✓	✓	✓		✓	
Veracruz	✓ <sup>(A)</sup>	✓	✓	✓		✓ <sup>(B)</sup>
Yucatán	✓	✓	✓	✓		✓ <sup>(C)</sup>
Zacatecas	✓ <sup>(P)</sup>	✓	✓		✓	
<b>All states</b>	<b>32</b>	<b>30</b>	<b>29</b>	<b>14</b>	<b>11</b>	<b>12</b>

Source: www.gire.org.mx (*Grupo de Información en Reproducción Elegida, A.C.*), July 2010.

(A) In these states the law sets time limits of between 75 days and three months after insemination for interrupting pregnancy. (B) Artificial insemination without consent. (C) Economic grounds, when the woman has at least three children. (D) At the mother's option, during the first 12 weeks of pregnancy. (P) The Code of Criminal Procedure provides for abortion in cases of rape. ✓ This reason is covered in the state criminal code. \* Although not explicitly mentioned in the state criminal code, it is included in "grave risk to health" ▲ Based on a legal interpretation of articles 14 (excluding liability for crimes) and 61 (abortion through criminal negligence) of the criminal code of Tabasco, it is concluded that abortion caused without the deliberate intervention of the mother or the physician is not punishable.

## IX. Article 13

### A. National Housing Commission. Annual Home Financing Programme. Advances January-June 2010 by agency and sex

AGENCY	FINANCING						
	MEN		WOMEN		NOT DISTRIBUTED		TOTAL
	Abs.	%	Abs.	%	Abs.	%	Abs.
INFONAVIT (pesos)	138,427,000,000	63.9	78,275,000,000	36.1			216,702,000,000
INFONAVIT (usd)	10,934,202,212		6,182,859,400				17,117,061,611
FOVISSSTE (pesos)					32,664,000,000	100.0	32,664,000,000
FOVISSSTE (usd)					2,580,094,787		2,580,094,787
SHF (pesos)	302,000,000	1.1	196,000,000	0.7	26,065,000,000	98.1	26,563,000,000
SHF (usd)	23,854,660		15,481,833		2,058,846,761		2,098,183,254
CONAVI (pesos)	67,568,000,000	60.1	41,896,000,000	37.3	2,949,000,000	2.6	112,413,000,000

AGENCY	FINANCING						
	MEN		WOMEN		NOT DISTRIBUTED		TOTAL
	Abs.	%	Abs.	%	Abs.	%	Abs.
CONAVI (usd)	5,337,124,803		3,309,320,695		232,938,389		8,879,383,886
FONHAPO (TU CASA) (pesos)	13,160,000,000	40.9	19,036,000,000	59.1			32,196,000,000
FONHAPO (TU CASA) (usd)	1,039,494,471		1,503,633,491				2,543,127,962
FONHAPO (VIVIENDA RURAL) (pesos)	4,474,000,000	43.6	5,778,000,000	56.4			10,252,000,000
FONHAPO (VIVIENDA RURAL) (usd)	353,396,524		456,398,104				809,794,629
BANCA (pesos)					41,124,000,000	100.0	41,124,000,000
BANCA (usd)					3,248,341,232		3,248,341,232
SOFOLAS (pesos)					15,322,000,000	100.0	15,322,000,000
SOFOLAS (usd)					1,210,268,562		1,210,268,562
OREVIS (pesos)	2,816,000,000	39.0	3,944,000,000	54.6	468,000,000	6.5	7,228,000,000
OREVIS (usd)	222,432,859		311,532,385		36,966,825		570,932,070
BANJERCITO (pesos)	418,000,000	29.6	21,000,000	1.5	973,000,000	68.9	1,412,000,000
BANJERCITO (usd)	33,017,378		1,658,768		76,856,240		111,532,385
ISSFAM (pesos)	810,000,000	83.7	60,000,000	6.2	98,000,000	10.1	968,000,000
ISSFAM (usd)	63,981,043		4,739,336		7,740,916		76,461,295
PEMEX (pesos)					791,000,000	100.0	791,000,000
PEMEX (usd)					62,480,253		62,480,253
CFE (pesos)	797,000,000	73.3	289,000,000	26.6	1,000,000	0.1	1,087,000,000
CFE (usd)	62,954,186		22,827,804		78,989		85,860,979
MICROREGIONES (pesos)					128,210,000,000	100.0	128,210,000,000
MICROREGIONES (usd)					10,127,172,196		10,127,172,196
FONACOT (pesos)					1,899,000,000	100.0	1,899,000,000
FONACOT (usd)					150,000,000		150,000,000
<b>NATIONAL TOTAL (pesos)</b>	<b>228,772,000,000</b>	<b>36.4</b>	<b>149,495,000,000</b>	<b>23.8</b>	<b>250,564,000,000</b>	<b>39.8</b>	<b>628,831,000,000</b>
NATIONAL TOTAL (usd)	18,070,458,136		11,808,451,817		19,791,785,150		49,670,695,103

Source: CONAVI (data as of August 2010).

## B. FONHAPO/SEDESOL. *Tu Casa* (“Your Home”) and *Vivienda Rural* (Rural Housing) Programmes, 2007-June 2010

<i>Financing granted by sex</i>	2007		2008		2009		Junio 2010	
	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>
<b><i>Tu Casa</i> Home Savings and Grant Programme</b>								
Millions of pesos	83,464	75,423	75,847	82,156	47,758	62,984	13,160	19,036
Millions of usd	7,650	6,913	6,217	6,734	3,561	4,697	1,039	1,504
<b><i>Vivienda Rural</i> programme</b>								
Millions of pesos	13,762	13,708	30,040	33,993	30,324	39,863	4,474	5,778
Millions of usd	1,261	1,256	2,462	2,786	2,261	2,973	353	456

Source: 2007 to 2009: SEDESOL. Jan-June 2010: CONAVI.

## X. Article 14

### A. CDI Programme beneficiaries by sex, 2009

<i>Programmes or Projects</i>	<i>Expenditure 2009</i>		<i>Indigenous beneficiaries</i>				
	<i>Millions of pesos</i>	<i>USD<sup>1/</sup></i>	<i>Total</i>	<i>Men</i>	<i>%</i>	<i>Women</i>	<i>%</i>
<b>CDI</b>	<b>4,462.50</b>	<b>332,774,049</b>	<b>1'423,199</b>	<b>703,158</b>	<b>49.4</b>	<b>720,041</b>	<b>50.6</b>
<b>Programmes</b>							
Indigenous residential schools (PAEI)	686.33	51,180,462	121,443	65,000	53.5	56,443	46.5
Indigenous regional funds	198.66	14,814,318	13,570	6,411	47.2	7,159	52.8
Promotion and development of indigenous cultures	36.75	2,740,492	14,283	9,109	63.8	5,174	36.2
Conventions in the justice area	33.93	2,530,201	135,000	68,592	50.8	66,408	49.2
Productive organization for indigenous women (POPMI)	165.69	12,355,705	25,053	0	0	25,053	100.
Coordination office to support indigenous production	129.72	9,673,378	12,324	8,176	66.3	4,148	33.7
Alternative tourism in indigenous zones	146.17	10,900,075	3,836	2,801	73.0	1,035	27.0
Basic service infrastructure programme for indigenous peoples (PIBAI)	3,044.69	227,046,234	1,095,168	541,512	49.4	553,656	50.6
<b>Institutional projects</b>							
Third-level care	13.75	1,025,354	1,859	951	51.2	908	48.8
Early release of prisoners	6.8	507,084	663	606	91.4	57	8.6
Gender equality in indigenous communities	46.97	3,503,335	2,409	0	0	2,409	100
Strengthening indigenous capacities in gender matters	19.16	1,429,510	8,289	2,415	29	5,874	71

Source: CDI.

Note: quantification of expenditure and beneficiaries for 7 of the 8 programmes is based on the 1,033 municipios that CDI considers of interest for their indigenous population; the exception is PIBAI, figures which refer to programme totals. 1/ at the average exchange rate for the year: 13.41 pesos per dollar.

## **B. Effects of the crisis on women**

The first-quarter results from the 2009 National Occupation and Employment Survey (ENOE) conducted by INEGI confirm that, at times of economic crisis, women's living conditions deteriorate more sharply than those of men:

- Unemployment rates are higher for women because of the types of work open to them.
- Women perform more unpaid work (up to 9%, versus 7% for men), as part of their effort to ensure the survival of family businesses, with the attendant decrease in discretionary household expenditure.
- For the most part, women still represent the less-educated portion of the working-age population: 48% of women versus 52% of men have completed intermediate and secondary education.
- Female participation in the workforce is segregated, and is lower in sectors where recovery policies are most active. Only 0.7% of economically active women are engaged in construction, for example, as compared to 12.7% of men.
- 80% of women and 51% of men work in the tertiary sector, where there is less funding for economic recovery, and in areas heavily impacted by the decline in household discretionary spending.
- It is estimated that 69% of funding under the National Accord for the Family Economy and Employment has gone to the secondary sector, where women represent only 25% of the workforce (versus nearly 40% of the national workforce as a whole).
- The domestic responsibilities and the "safety net" roles that society assigns women, such as caring for children, the elderly or the infirm, combine to reduce household incomes (or to reduce public subsidies or services in a cyclical manner) and discretionary spending to pay for personal care or for manufactured goods and services that reduce self-production.
- The economically active female population is restricted in its labour rights, because of its greater participation in the informal sector and the need for part-time jobs in order to reconcile work outside the home with domestic chores (in the period of reference, the occupation rate in the informal sector was 46% for women and 24% for men in the lower socioeconomic strata). According to ENUT data, women devote on average five times as many hours as men to domestic chores, and six or seven times more among the poorest strata, in order to compensate for the lack of services and infrastructure in the home.
- The strategies for extending Social Security to the unemployed are of less benefit to working women, as 35% of them work only part-time with no Social Security benefits, compared to 18% of men.



### C. Measures to combat POVERTY by federative entity. 2006-2010

Measures	Year(s) and/or Period(s)	Population served					Conducted jointly with				Objectives	Impact on the female population	
		Rural	Indigenous	Both	(absolute or percentage)			Fed. Govt.	State Govt.	Private sector			Social sector
					Total	Women	Men						
<u>AGUASCALIENTES.</u> Instituto Aguascalentense de las Mujeres <b>Rural Development Programme DAGEA</b>	2006-2010	X			100%	74%	26%	X	X			To boost the capitalization of economic units through investment in capital goods and support for productive projects. Bringing to fruition productive projects in rural areas, administered mainly by women, to promote their empowerment and local development.	
<u>BAJA CALIFORNIA.</u> Instituto de la Mujer para el Estado de Baja California "Levantemos al Valle"				X		100		X	X	X	X	To improve the quality of life for 100 female heads of household, and their children, on communal lands of the Valle de Mexicali	Information is being gathered on female heads of household and funds are being raised. This will have a positive impact on their standard of living..
<u>DISTRITO FEDERAL.</u> Secretaría de Desarrollo Rural y Equidad para las Comunidades <i>Traspacios Familiares Sustentables Sustentables</i> ("Sustainable Family Backyards")	2007-2009			X	3,513	1,909	1,604		X				Support for 1,349 projects (54.4% run by women)
<u>ESTADO DE MEXICO.</u> Consejo Estatal de la Mujer y Bienestar Social "Mujeres Trabajadoras Comprometidas" ("Committed Working Women")	2008			X	140,909	140,909			X			Economic support is targeted at poor and very poor women between the ages of 18 and 35.	Improved incomes and living standards for women and their families.
	2009			X	233,909	233,909			X				
	2010			X	No date				X				
<u>HIDALGO.</u> Instituto Hidalguense de las Mujeres <b>Research on poverty, inequality and human development with GEP in the state of Hidalgo: migration, indigenous peoples and sustainability.</b>	2008			X				X	X		X	To identify inequalities between women and men and to formulate policies and programmes with a gender perspective at the state and municipal level. A total of 1,954 surveys was conducted	Publication of research
<u>JALISCO.</u> <i>Comunidad Diferente</i> ("Different Community") programme	s.d.											To facilitate the organization and participation of families and community groups in poor and very poor localities as a way of fostering self-management and sustainable community development.	

Measures	Year(s) and/or Period(s)	Population served					Conducted jointly with				Objectives	Impact on the female population	
		Rural	Indigenous	Both	(absolute or percentage)			Fed. Govt.	State Govt.	Private sector			Social sector
					Total	Women	Men						
<b>PUEBLA.</b> Sistema Estatal para el Desarrollo Integral de la Familia <b>Women's Training Centres (CECAM)</b>	2005–2009			X		109,481		X			To foster a culture of integral education for addressing social problems facing women, through productive training and health, nutrition and education services.	Training has been provided in 99 centres for 109,481 women, and 311,483 services have been delivered.	
<b>QUINTANA ROO.</b> Instituto Quintanarroense de la Mujer <b>Credit programme for the establishment of productive projects</b>	2006-2009			X	2,125	1,945	180	X	X		To contribute to the economic self-sufficiency of women's productive organizations, thereby facilitating their empowerment.	Boosting women's capacities to generate income through community projects.	
<b>TAMAULIPAS.</b> Instituto de la Mujer Tamaulipeca <i>Vive Diferente ("Living Differently") strategy</i>				X	52,200	27,144	25,056	X	X	X		To help reduce marginalization through interagency coordination.	
<b>VERACRUZ.</b> Instituto Veracruzano de la Mujer <b>Community Development Programme in Indigenous Areas</b>	2006 to date			X	1,414	780	634		X		To implement market-based food production models in poor localities, with particular attention to indigenous women.	<ul style="list-style-type: none"> <li>- to increase women's participation in decision-making.</li> <li>- to strengthen group and collective activities</li> <li>- to generate incomes that will boost family economies</li> </ul>	
<b>ZACATECAS.</b> Instituto de la Mujer Zacatecana <b>Financing for productive enterprises and activities</b>	2004 to date				2,471	1,149	1,322	X	X			To foster the creation, strengthening and consolidation of businesses	

### D. Measures for women's access to HEALTH by Federative Entity, 2006-2010

Measures	Year(s) and/or Period(s)	Population served					Conducted jointly with				Objectives	Impact on the female population	
		Rural	Indigenous	Both	(absolute or percentage)			Fed. Govt.	State Govt.	Private sector			Social sector
					Total	Women	Men						
<b>AGUASCALIENTES.</b> Instituto Aguascalentense de las Mujeres <b>Women's Health Programme</b>	2006-July 2010	X			249,288	249,288		X			To reduce mortality from cervical and breast cancers	Special service for women with invasive cancers, cervical and breast cancers and dysplasias, including mammogram and Pap tests.	
<b>COLIMA.</b> Instituto Colimense de las Mujeres <b>Popular Insurance Programme</b>	2007	X	X	X	78,849	41,488	37,361	X	X		Health service is provided through publicly funded, voluntary insurance for low-income persons of both sexes.		
	2008	X	X	X	84,596	44,770	39,826	X	X				
	2009	X	X	X	88,079	46,634	41,445	X	X				
	2010*	X	X	X	98,942	52,249	46,693	X	X				
<b>DISTRITO FEDERAL.</b> Instituto de Atención al Adulto Mayor <b>“Medical home visits for the elderly”</b>	2008 to date			X	45,000	60%	40%		X				
<b>DISTRITO FEDERAL.</b> Secretaría de Desarrollo Rural y Equidad para las Comunidades del DF <b>Projects to promote traditional herbs and medicines</b>	2008			X	166	156	10		X		Support for cultivation and use of medicinal and aromatic plants in rural communities, and fostering traditional medicine		
<b>DURANGO.</b> Instituto de la Mujer Duranguense <b>Programme for healthy communities in the Mezquital</b>	2008		X		2,850	2,850			X	X	To raise the levels of maternal-perinatal health among indigenous people in the municipio of Mezquital	To reduce or eliminate complications during pregnancy, birth and the postnatal period. A maternity clinic was established in the local hospital	
<b>ESTADO DE MEXICO.</b> Consejo Estatal de la Mujer y Bienestar Social <b>“Commitment to the Future” programme</b>	2007			X	3,000	3,000			X		To improve nutrition for women under 20 years, pregnant or with one or more children, through a nutritional package, dietary guidance, and training for employment.	Women and their children have a healthy diet.	
	2008			X	6,000	6,000			X				
	2009			X	9,001	9,001			X				
	2010			X	No date				X				

Measures	Year(s) and/or Period(s)	Population served					Conducted jointly with				Objectives	Impact on the female population	
		Rural	Indigenous	Both	(absolute or percentage)			Fed. Govt.	State Govt.	Private sector			Social sector
					Total	Women	Men						
<u>HIDALGO.</u> Instituto Hidalguense de las Mujeres <b>Project: Intervention model for education with a gender perspective to reduce maternal mortality in indigenous areas</b>	2009		X		523	376	147	X	X		X	To help reduce maternal mortality in two indigenous regions of the state of Hidalgo: Huasteca and Otomí-Tepehua, using an education model with GEP and human rights for health sector personnel.	Access to key professional services (physicians, nurses and midwives) with capacities to detect and diagnose preeclampsia / eclampsia. Training for health service providers in indigenous municipios, with GEP and human rights awareness. Community workshops and discussion groups on preventing maternal mortality.
<u>JALISCO.</u> Secretaría de Salud. <b>Health and Nutrition Programme for Indigenous Peoples (PROSANI)</b>	2003 -			X								Medical monitoring of the nutritional status of children under five years and pregnant and nursing women.	
<u>NAYARIT.</u> Instituto para la Mujer Nayarita <b>Prevention, detection and treatment of violence against women</b>	2007			X	3,226	1,720	1,506	X	X			Raising participants' awareness of the consequences of alcoholism and its relationship with violence. Raising awareness among secondary school students that violence is not normal, and on how to prevent teenage pregnancies	
<u>PUEBLA.</u> Secretaría de Salud del Estado <b>Traditional medicine programme</b>	2008					307,159						Training for midwives to improve care for pregnant women.	10,621 midwives were trained, 349,278 prenatal consultations were provided to 307,159 pregnant women
<u>QUINTANA ROO.</u> Instituto Quintanarroense de la Mujer <b>Cervical cancer screening</b>	2006-2009			X	319,964	319,964		X	X			Preventive and curative health services for women of reproductive age	Reduced indices of morbidity and mortality from cervical and breast cancers
<b>Breast cancer screening</b>					319,065	319,065							
<u>TAMAULIPAS</u> Instituto de la Mujer Tamaulipeca <b>Programme for "women in vulnerability"</b>	2005-2009					16,501			X			Women in situations of vulnerability receive care at the Women's Care Centre, including legal advice, psychological care, screening for detection of cervical cancer, breast cancer, and discussion groups on violence prevention.	
<u>ZACATECAS</u> Instituto de la Mujer Zacatecana <b>Programme to address family- and gender-based violence</b>	2006-2010	X	X	X	57,871	57,871		X	X			Reducing the prevalence and severity of damage to health caused by violence against women.	Through the provision of medical care, in particular specialized psychotherapy, there has been great improvement in the rehabilitation and the physical and mental health of women victims of violence.

### E. Measures for Women's Access to EDUCATION by Federative Entity, 2006-2010

Measures	Year(s) and/or Period(s)	Population served					Conducted jointly with		Objectives	Impact on the female population	
		Rural	Indigenous	Both	(absolutos o porcentaje)			Fed. Govt			State Govt.
					Total	Women	Men				
<b>AGUASCALIENTES.</b> Instituto Aguascalentense de las Mujeres <i>Juntos por la Educación</i> (“ <b>Together for Education</b> ”) Programme	2006-2010	X			34,850	16,809	18,041		X	Interagency group established to sponsor productive programmes, health, social assistance and education programmes in underachieving public schools.	Has promoted a culture of gender equity in education institutions.
<b>BAJA CALIFORNIA.</b> Instituto de la Mujer para el Estado de Baja California <b>Pogram to prevent and address violence against women, “Eduquemos para la Paz”</b>	2006-2009			X	1,587				X	To ensure that children, adults and teachers of both sexes learn to resolve personal disputes without violence.	104 workshops have been held, involving 1587 girls and boys
<b>DISTRITO FEDERAL.</b> Inmujeres-DF <b>Translation into Nahuatl of the Law on Women's Access to a Life Free of Violence for the DF</b>	2008			X					X	5000 copies published and distributed to rural and indigenous women of the DF	
<b>COLIMA.</b> Instituto Colimense de las Mujeres <i>Promajoven</i>				X	57	57		X		To support young mothers and pregnant adolescents who have no schooling.	To help them complete their basic education
<b>ESTADO DE MEXICO.</b> Consejo Estatal de la Mujer y Bienestar Social <b>Programme for a Life Free of Violence. Youth Awareness Programme using "virtual babies" uso de bebes virtuales</b>	2008			X	No date				X	Workshops with adolescents of both sexes to help them appreciate the consequences of early pregnancy for their physical and mental development. Includes discussion groups on responsible paternity/maternity, parent-child communication, family planning in adolescence, responsible sexuality, love, dating and violence.	
	2009			X	2,233				X		
	2010			X	1,744				X		
<b>GUANAJUATO.</b> Instituto de la Mujer Guanajuatense <b>PREVIOLEM programme</b>	2008				1,730			X		To make teachers, principals and educational support staff aware of their duties to promote and practice education based on gender equity.	
	2009				6,050			X			
<b>HIDALGO.</b> Instituto Hidalguense de las Mujeres <b>Women's education scholarship project (BMujeres)</b>	2006-2010			X	7,802	100%			X	Financial support to low-income female students, primarily in public institutions of upper-secondary and higher education.	
<b>JALISCO.</b> <b>Indigenous Scholarships Programme</b>	s.d.		X							Monthly stipend to indigenous students to continue their studies at the upper-secondary and higher education levels.	
<b>NAYARIT.</b> Instituto para la Mujer Nayarita <i>Jornada Contra el Maltrato Infantil</i> ( <b>anti-child-abuse campaign</b> )	2006			X	150	137	13	X	X	To sensitize teachers, parents, children and adolescents to the problem of child abuse.	
<b>PUEBLA.</b> Secretaría de Educación del Estado <b>Scholarship programme for young mothers and young pregnant women</b>	2005-2009			X		835				To give pregnant adolescents and single mothers the chance to complete their basic education	
<b>QUINTANA ROO.</b> Instituto Quintanarroense de la Mujer <b>Basic scholarships programme</b>	2006-2009			X	638	364	274			To help girls continue and complete their basic education and to continue on to higher education.	
<b>ZACATECAS.</b> Instituto de la Mujer Zacatecana <b>Scholarship programme for young mothers and young pregnant women</b>	2009-2010			X	600	600	0			Economic support to complete basic education and pursue further studies.	

## F. CDI. Productive Organization Programme for Indigenous Women (POPMI) Results 2006 – 2010

Year	Federal funding		Projects	Beneficiaries
	Pesos	USD		
2006	98'192,431	9'263,437	1,768	22,136
2007	118'206,105	10'834,657	1,577	19,134
2008	178'407,233	16'397,724	2,186	26,293
2009	207'621,407*	15'143,793	2,192	25,053
2010	250'500,000**	19'479,005	2,470**	24,007**

Preliminary information to 31 December 2009.

\*\*Programme funding and goals.

## G. CDI. POPMI results for fiscal year 2009

POPMI: quantitative indicators for 2009	
Budget allocated	210,000,000 pesos (15'317,287 usd)
Budget spent*	207,621,407 pesos (15'143,793 usd)
States served	24
Municipios served	557
Localities served	1,751
Number of female beneficiaries	25,053
Number of projects approved	2,192
Number of promoters	219
Number of women trained	3,307
Number of promoters trained	219

## H. PI-O. Delivery of Services, 2006-2010

	Sept-Dec.2006	2007	2008	2009	Jan-Apr.2010
<b>Opportunities to begin prenatal care (%)</b>					
	57.8	58.7	57.8	57.3	57.1
<b>Average number of prenatal checkups</b>					
	7.7	7.1	7.0	7.1	6.2
<b>Women referred for prenatal checkup by community volunteer groups</b>					
	92,926	117,483	174,855	210,730	73,631
<b>Women referred for assisted childbirth by community volunteer groups</b>					
	7,494	8,691	13,041	13,547	3,952

Source: Programa IMSS-Oportunidades.

**I. PI-O. Care for adolescents 2006-2010**

	2006	2007	2008	2009	March 2010
<b>Adolescents trained in educational strategy</b>	399,924	330,156	464,486	405,212	92,176
<b>Adolescence accepting contraceptive methods</b>	53,059	53,433	55,165	58,964	15,058
<b>Assisted adolescent childbirths</b>	20,044	19,801	19,969	16,495	4,656
<b>Adolescents referred to the UM for sexual health care by volunteer groups</b>	57,593	48,902	46,573	43,004	20,133
<b>Pregnant adolescents referred to the UM</b>	11,869	13,673	34,631	35,683	16,244
<b>Adolescents referred to the UM for family planning counselling by volunteer groups</b>	17,521	17,612	19,543	16,995	9,687
<b>Number of community workshops on adolescent sexual health</b>		4,179	27,965	46,262	14,179
<b>Participants in the community workshops on adolescent sexual health</b>		83,587	463,534	650,690	203,636

Source: Programa IMSS-Oportunidades.

**J. Scholarships programme: heads of families, 2007-2010**

2007		2008		2009		2010 (March-April)	
Men	Women	Men	Women	Men	Women	Men	Women
<b>Scholarships *</b>							
2,534,345	2,591,414	2,496,893	2,533,348	2,537,011	2,565,122	2,573,844	2,604,185
<b>Beneficiaries who are heads of families</b>							
190,908	4,809,092	199,533	4,849,673	208,327	5,001,032	223,159	5,393,386

Source: SEDESOL.

\*Figures include scholarships for primary (grades 3 to 6), secondary and upper secondary education.

**K. Female beneficiaries of productive support programmes, 2009**

Agency	Programme	Projects supported/ microcredits	Women benefited
CDI	POPMI	2,192	25,053
	FOMMUR	195,030	129,461
SE	PRONAFIM		343,200
	FONAES	1,387	3,821
SRA	PROMUSAG	7,277	34,687
	Total	205,886	536,222

## XI. Recommendation 37

Annex 37. Fourth Government Report (Sept. 2010)

Gender equality indicators (2005-2010)

	2005	2006	2007	2008	2009	2010
<b>Health sector indicators</b>						
Maternal mortality rate per 100,000 live births	61.8	58.6	55.6	57.2	62.8 <sup>z/</sup>	53.5 <sup>b/</sup>
Percentage of women of childbearing age using contraceptive methods <sup>c/</sup>	70.6	70.9	71.6	72.2	72.9	73.6
Professionally assisted childbirth for the uninsured (%)	86.1	89.0	88.0	90.8	90.6	89.2 <sup>d/</sup>
Birth rate per thousand women of childbearing age (compulsory regime) <sup>e/</sup>	21.3	17.9	13.6	13.1	79.6	79.6
Localities served by the "health caravans" <sup>f/</sup>			7,771	9,241	14,108	14,766 <sup>f/</sup>
<i>Seguro Popular de Salud</i> . Number of persons affiliated <sup>g/</sup>	11,404,861	15,672,374	21,834,619	27,176,914	31,132,949	37,718,283
Percentage of affiliation with the Social Protection System for Health (SPSS)	28.3	40.5	58.1	72.7	63.4	76.8
Medical Insurance for a New Generation. Newborns affiliated (000)			819	1,853	2,959	3,631
<b>Gender equality indicators in medium-term sector programmes</b>						
Sectoral Programme for Social Development. Children served by the <i>Red de Estancias Infantiles</i> <sup>h/</sup>			125,359	244,387	261,862	257,609
Sectoral Programme for the Economy. Proportion of support under programmes for low income entrepreneurs going to women <sup>i/</sup>			80.4	83.2	84.9	n.a.
Agrarian sector programme. Percentage of the SRA development budget allocated to women <sup>j/</sup>			20.0	19.2	20.9	19.7
<b>Other gender equality indicators</b>						
Population lagging in educational achievement <sup>k/</sup>						
(000) Males	15,299	15,301	15,289	15,280	15,248	15,225
Females	18,211	18,146	18,127	18,123	18,155	18,133
Years of study (persons 15 to 24 years of age) <sup>l/</sup>						
Males	9.2	9.3	9.4	9.5	9.6	9.7
Females	9.3	9.5	9.6	9.7	9.9	9.9
Working population <sup>m/</sup>						
(000) Males	25,853.1	26,597.9	26,840.6	27,401.7	27,100.8	27,804.5
Females	14,938.7	15,599.9	16,066.0	16,465.0	16,243.5	16,847.3
Remuneration of the working population (% of total)						
Up to 1 SM (minimum wage) Males	11.6	10.5	9.4	9.0	10.0	10.4
Females	20.5	18.3	17.4	17.1	17.9	18.5
Over 5 SM Males	11.9	13.2	13.8	13.5	12.1	10.1
Females	7.7	8.6	8.9	8.5	8.2	6.5
No income Males	8.5	7.6	7.7	7.3	7.7	7.7
Females	11.1	10.6	10.3	9.9	9.4	9.6



## Annex 37. Fourth Government Report (Sept. 2010)

## Gender equality indicators (2005-2010)

		2005	2006	2007	2008	2009	2010
Income differential between women and men (%) <sup>d/</sup>		-7.4	-8.8	-9.7	9.5	-9.0	n.a.
Mothers covered by the <i>Red de Estancias Infantiles</i> <sup>o/</sup>				111,471	222,103	239,685	234,753
Number of women enrolled in the military services				473	1,462	1,621	385
Number of women enrolled in the military education system		226	184	233	250	204	n.a.
Mortality rate from cervical cancer in women 25 years and older <sup>p/</sup>		15.9	15.0	14.3	14.0	14.0	13.8
Coverage of cervical cancer screening by smear test among women 25 to 64 years of age <sup>q/</sup>		65.7	67.6	66.7	67.0	66.8	70.0
<b>EDUCATION<sup>r/</sup></b>							
Scholarships at primary level	Females	1,412,817	1,345,933	1,275,321	1,226,822	1,224,238	n.a.
	Males	1,454,943	1,382,743	1,310,937	1,269,190	1,263,033	n.a.
Scholarships at secondary level	Females	877,216	890,891	896,309	883,240	887,798	n.a.
	Males	857,427	866,219	872,032	868,626	877,288	n.a.
Scholarships at upper secondary and technological level	Females	374,381	399,974	419,784	423,286	453,086	n.a.
	Males	321,972	339,556	351,376	359,077	396,690	n.a.
Scholarships at higher and postgrad level	Females	89,172	103,984	134,833	154,724	174,810	n.a.
	Males	72,615	79,058	99,378	112,661	127,861	n.a.
Members of the National System of Researchers (CONACYT)	Total	10,904	12,096	13,485	14,681	15,565	16,600
	Females	3,326	3,744	4,292	4,805	5,100	5,521
	Males	7,578	8,352	9,193	9,876	10,465	11,079
<b>HEALTH</b>							
Medical Insurance for a New Generation	Females			405,187	915,706	1,499,024	1,746,208
	Males			414,223	937,185	1,459,949	1,795,870
<i>Seguro Popular</i> (affiliates)	Females	6,107,337	8,413,010	11,843,823	14,819,938	16,943,577	20,018,446
	Males	5,297,524	7,259,364	9,990,796	12,356,976	14,189,372	16,800,112
Women receiving specialized care for domestic and gender violence <sup>s/</sup>		24,375	31,907	57,579	68,555	94,118	84,163
Cervical smear tests <sup>v/</sup>		6,779,551	6,494,724	6,780,491	5,763,417	2,881,708	3,120,448
Mammograms <sup>w/</sup>		338,712	460,998	566,103	573,445	395,211	327,237
Laboratory examinations for sexually transmitted diseases <sup>u/</sup>	Beneficiaries	1,134,351	908,938	909,486	1,328,328	1,347,588	1,366,849
	Females	980,079	785,322	785,796	1,147,675	1,164,316	1,180,957
	Males	154,272	123,616	123,690	180,653	183,272	185,891

## Annex 37. Fourth Government Report (Sept. 2010)

## Gender equality indicators (2005-2010)

		2005	2006	2007	2008	2009	2010
Persons treated for sexually transmitted diseases <sup>u/</sup>							
	Beneficiaries	544,745	490,699	440,352	413,206	369,461	325,716
	Females	470,660	423,964	380,454	357,010	319,214	281,418
	Males	74,085	66,735	59,888	56,196	50,247	44,297
Mortality rate from cervical cancer among women 25 years and older <sup>v/</sup>							
		15.9	15.0	14.3	14.0	14.0	13.8
Mortality rate from breast cancer among women 25 years and older <sup>w/</sup>							
		15.7	16.2	16.3	16.7	16.5	16.6
Medically assisted childbirths							
		763,620	796,852	853,762	929,931	1'016,238	480,172
Childbirths assisted by other than medical personnel							
		50,617	44,919	37,313	34,109	31,576	14,803
<b>HOUSING</b>							
Home savings, subsidy and credit programme "Tu casa" <sup>x/</sup>							
	Beneficiaries	94,176	219,029	158,887	158,003	110,742	32,196
	Females	42,574	93,909	75,423	82,156	62,984	19,036
	Males	47,928	100,767	83,464	75,847	47,758	13,160
Rural housing programme							
	Beneficiaries		83,915	27,470	64,033	70,187	10,252
	Females		39,096	13,708	33,993	39,863	5,778
	Males		43,665	13,762	30,040	30,324	4,474
National Housing Commission <sup>y/</sup>							
	Females			57,385	118,096	77,660	41,896
	Males			57,065	110,334	74,119	67,568
INFONAVIT <sup>z/</sup>							
	Beneficiaries					151,221	216,702
	Females					53,530	78,275
	Males					97,691	138,427
Ministry of Economy (SE) <sup>aa/</sup>							
Micro-Finance Fund for Rural Women (FOMMUR) <sup>ab/</sup>							
	Beneficiaries	175,907	173,114	133,302	111,708	129,461	282,339
SE. National Micro-Enterprise Finance Programme (PRONAFIM)							
	Females	224,471	227,589	187,198	287,709	407,456	414,000
	Males	66,312	61,900	46,539	66,308	86,364	103,500
SE. National Support Fund for Solidarity Enterprises (FONAES) <sup>ac/</sup>							
	Beneficiaries	20,870	23,256	22,915	14,965	44,150	28,712
	Females	8,935	10,595	10,705	7,447	24,177	17,130
	Males	11,935	12,661	12,210	7,518	19,973	11,582
STPS. Training Support Programme (PAC) <sup>ad/</sup>							
	Beneficiaries <sup>ae/</sup>	279,725	265,041	265,592	187,416	n.a.	n.a.
	Females	106,185	107,036	110,646	77,403	n.a.	n.a.
	Males	173,540	158,005	154,946	110,013	n.a.	n.a.

## Annex 37. Fourth Government Report (Sept. 2010)

## Gender equality indicators (2005-2010)

	2005	2006	2007	2008	2009	2010
STPS. Employment Support Programme (PAE)						
Beneficiaries	386,981	301,285	309,884	463,227	398,406	297,778
Females	202,699	168,830	164,845	248,741	208,643	159,619
Males	184,282	132,455	145,039	214,486	189,763	138,159
SNDIF. Child Care and Development Centres (CADI)						
Beneficiaries	45,610	46,612	56,632	52,036	50,353	52,822
Females	n.a.	n.a.	n.a.	25,500	24,754	26,064
Males	n.a.	n.a.	n.a.	26,536	25,599	26,758
SNDIF. Community Assistance Centres (CAIC)						
Beneficiaries	75,998	82,431	89,107	88,916	88,947	83,590
Females	n.a.	n.a.	n.a.	43,994	44,098	41,377
Males	n.a.	n.a.	n.a.	44,922	44,849	42,213
IMSS <sup>af/</sup> . Daycare and nursery centres						
Beneficiaries	1,516	1,561	1,565	1,554	1,568	1,479
Females	174,004	187,371	195,042	194,491	185,449	186,614
Males	173,749	186,866	194,494	193,948	184,929	186,086
ISSSTE <sup>ag/</sup> . Daycare and nursery centres						
Beneficiaries	32,262	32,922	34,047	37,313	33,102	36,641
Females	n.a.	n.a.	16,683	18,283	16,220	17,954
Males	n.a.	n.a.	17,364	19,030	16,882	18,687
SEP. Child Development Centres (CENDI)						
Females	36,369	36,196	33,841	33,846	32,484	32,286
Males	38,032	37,558	35,152	35,334	34,162	33,953

(Source and footnotes on following page)

Source: DGAAI adapted from the *Anexo Estadístico del Cuarto Informe de Gobierno* (Sept.2010).

- a/ preliminary figures.
- b/ estimate at end-2010.
- c/ data from CONAPO; for 2010 the figures are for the month of August.
- d/ for 2010 the figures are estimates for July.
- e/ Includes: IMSS, IMSS-Oportunidades, ISSSTE, SEMAR and SEDENA (except 2005 to 2010). Calculated using the population of childbearing age reported by each institution.
- f/ figures estimated to August.
- g/ the information differs from that published in previous years because of the change of measurement unit from the family to individuals. For 2010, the figures are to July.
- h/ Refers to the number of children enrolled in the programme at the time of measurement. For 2010 the figures are to June; for 2007-2009 to the close of accounts in each year.
- i/ Includes female entrepreneurs supported by the FONAES, PRONAFIM and FOMMUR programmes, as well as members of social enterprises supported by the FONAES programme. As this is an annual indicator, there are no preliminary figures for 2010.
- j/ For 2010, refers to the percentage achieved in the first half.
- k/ The population lagging in education performance (“en rezago educativo”) comprises those 15 years and older who, on the basis of the Acuerdo Nacional para la Modernización Educativa Básica (National Accord on the Modernization of Basic Education) of 1993, have no instruction, have some level of technical studies, or have completed primary school but have not completed secondary school. Data for the period 2000-2008 are estimates from the National Institute for Adult Education.
- l/ From 2005 to 2009, years of study were calculated from the National Occupation and Employment. For 2009 the figures are for the first quarter.
- m/ Figures for the population 14 years and over are derived by reconciling demographic data from CONAPO, INEGI, El Colegio de México, and standardized criteria from the National Employment Survey and the National Occupation and Employment Survey series. Figures are for the second quarter of the year.
- n/ This indicator refers to the situation where women are paid less than men in the same job; where both have the same qualifications and work in equal number of hours (wage discrimination index). It indicates the amount by which women's wages must be increased to achieve wage equity. When the index is negative, it indicates the portion by which women's wages must be raised; when the index is zero, there is wage equity between women and men; and when it is positive, women's wages must decline in the proportion indicated.
- o/ this refers only to mothers benefiting from the Nurseries Programme for Working Mothers (Programa de Estancias Infantiles para Apoyar a Madres Trabajadoras) and not the total of beneficiaries (mothers, fathers and guardians). For 2007-2009 the figures are to the close of accounts for each year. For 2010 the figures are to the month of June.
- p/ Ministry of Health. General Directorate of Health Information. From 1990 to 2008 the data are from the 1979-2008 death records of INEGI/SS, for 2009 the data are preliminary, for 2010 the figures are estimated to the month of December; and population projections 2005-2050. CONAPO. 2006.
- q/ Definitive figures for 2008 and 2009, estimates to December for 2010.
- r/ Includes male and female beneficiaries in the sector: Oportunidades, PRONABES, indigenous population, pregnant women, social service personnel.
- s/ Refers to women receiving care in specialized services and shelters funded by the Programme for Prevention and Treatment of Domestic and Gender Violence. For 2010 the figures are estimates to the month of August.
- t/ Cervical smear tests are performed in state health services. Funding for the programme is transferred to the states through Section (“Ramo”) 12, and consequently its amount cannot be determined. In addition, for mammograms there are no records of the women served; the costs were covered by the Seguro Popular “catastrophic expenditures fund”. For 2010 the figures are preliminary to the month of July.
- u/ For 2010 the figures are definitive to the month of June.
- v/ Rate per 100,000 inhabitants. For 2006-2008, death registry of INEGI/SS 1979-2008. In 2009 preliminary figures to the month of December 2009.
- w/ For 2010 estimated figures to the month of June.

- x/ For the years 2005 and 2006 the gender-disaggregated registry of beneficiaries was not 100% complete.
- y/ Figures to the month of June. Excludes investment in response to natural disasters.
- z/ Figures to the month of June for 2010.
- aa/ Ministry of Economy: in 2010, for PRONAFIM and FOMMUR, estimated figures for the fiscal year; for FONAES, figures to June. For 2008, updated figures for PRONAFIM and FONAES.
- ab/ In 2006, the number of beneficiaries is based on authorized figures; as of 2007, expenditure figures.
- ac/ From 2005 to 2008 refers to all members who participated in productive projects supported by FONAES; in that period support was provided for the entrepreneurial development and strengthening of the target population; in addition, support was provided for the development and consolidation of social organizations and social banking. In 2009 and 2010, refers to the total of beneficiaries of support earmarked for: opening or expanding a business (productive projects); developing businesses and strengthening established businesses, and strengthening businesses managed by social organizations for their members. Support was also provided for the development and consolidation of social organizations and social banking.
- ad/ The Training Support Programme (PAC) ended at 31 December 2008.
- ae/ These are workers who have received benefits from the specific training provided to firms. Under this accounting system, each worker can participate in more than one event over the period.
- af/ figures to the last working day of the reporting period. For 2010 the figures are to the month of June.
- ag/ Because the Institute had no gender-classified statistical base prior to 2007, only the total of children served is reported. Figures are estimated to the month of December.

## XII. General information

### A. Violence and discrimination

The National Commission for the Development of Indigenous Peoples (CDI) has the following programmes:

- **Promotion of Agreements in Matters Relating to Justice.** This programme helps indigenous peoples and communities and their members to exercise their individual and collective rights as established in national and international legislation, through mechanisms and procedures guaranteeing access to justice based on recognition and respect for cultural diversity. During the period 2006-2010, 55 agreements were signed and funded with municipal and state agencies dealing with domestic and gender violence among indigenous populations, with a view to preventing, detecting and treating domestic and gender violence through investigation, dissemination of materials, generation of instruments and formation of local social capital attuned to this work. The programme involves 21 states: Campeche, Chiapas, Chihuahua, Durango, Guanajuato, Guerrero, Hidalgo, Jalisco, Michoacán, Morelos, Nayarit, Nuevo León, Puebla, Querétaro, Quintana Roo, San Luis Potosí, Sinaloa, Sonora, Tabasco, Veracruz and Yucatán.
- **Indigenous Women's Centres (*Casas de la Mujer Indígena*).** This programme offers culturally relevant social services for indigenous women relating to reproductive health and domestic violence. There are currently 13 centres operating in the states of Chiapas, Puebla, Guerrero, Oaxaca, Baja California, Michoacán, Nuevo León, Querétaro, Sonora, Veracruz and Yucatán. They are

run by groups of indigenous women and offer the following services: screening for cases of domestic violence and maternal-child mortality risks, assisted childbirth (only in some centres) with screening for high-risk pregnancy; coaching and referral to appropriate government agencies, which involves translation services; workshops and information sessions with the authorities and the general public; establishment of linkages and signature of agreements with agencies for proper care of indigenous women.

- **Project to Address Domestic and Gender Violence among Indigenous Populations.** Its purpose is to establish mechanisms for mainstreaming the indigenous perspective in other state government agencies for the benefit of indigenous women, with particular emphasis on dealing with violence against them. To this end, it has established and coordinated strategies and activities for a comprehensive approach to the problem of gender violence in indigenous communities. The strategic actions are based on coordination with the state government bodies, in particular women's offices, civil society organizations, and direct action with the indigenous population.
- **Indigenous Culture Radio Broadcasting System (SRCI).** The CDI has 20 radio stations which since 2007 have been required to carry spots and programmes dealing with human rights, at least once a week, transmitted in the local indigenous languages. Historically, the CDI's radio stations have been transmitting programmes with a gender focus to raise awareness about violence and discrimination against indigenous women, their rights to health, education, culture, work and development. In 2006 the MIRA network was established, comprising radio station personnel of both sexes, to prepare programmes with a gender focus for broadcast.
- **National Council to Prevent Discrimination (CONAPRED).** This Council has prepared two studies, one on "gender discrimination in the business world" and the other on "the social treatment of indigenous women performing domestic work in urban areas". It sponsored a seminar on the statistical analysis of discrimination, as the basis for creating a Special Committee on Discrimination Statistics in the FPA designed to integrate the principle of non-discrimination and mainstreaming of GEP and human rights in the design and generation of statistical indicators.

It has issued legislative opinions and support for initiatives to eliminate sexist language in the Mexican Constitution; a draft decree reforming the Federal Acts to Prevent and Eliminate Discrimination, LGIMH, LGAMVLV, INMUJERES, CNDH, to incorporate the recommendations and resolutions adopted by international and regional agencies on human rights, including those of women; Amendment of the Act on Public Sector Procurement, Leases and Services, to promote gender equality in tendering and bidding so as to give preference in public procurement to firms that promote equitable participation for women and men in training and professional development programmes; a draft decree reforming the LFT (articles 3 and 133) to prohibit employers from discriminating or refusing to hire workers on grounds of age, sex, disability, social or health condition, religion, opinion, sexual preference, marital status, or any other grounds that constitute discrimination.

**Government Employee Social Security and Services Institute (ISSSTE).** Since the second half of 2009 the Institute has been conducting a campaign on women's human rights, non-discrimination and the right to a life free of violence, through

awareness forums for ISSSTE personnel throughout the country. A start has been made to apply the Intervention Protocol for Cases of Sexual Harassment.

**The Federal Electoral Institute (IFE)** conducted a diagnostic survey of discrimination within the institution, to which 4,369 workers (31% of the total) responded; 41% declared that they had at some time suffered discrimination within the Institute, mainly on grounds of pregnancy (25%) and gender (22%).

- On 3 March 2010 a protocol was approved by the IFE on the non-discrimination rights of transgender and transsexual persons, in response to a petition from a staff member seeking medical leave to undergo a sex change. A working group was established to draw up the protocol, with guidelines for protecting the human and labour rights of such persons. One of the principles adopted is that a person's transgender and transsexual status should be kept private and confidential by the Institute, and that no employee should be required for occupational purposes to explain or justify his or her personal life or medical treatment. Medical leave is to be granted for this reason.
- The IFE has amended its personnel statutes to prohibit sexual harassment of any kind.
- On 30 November 2009 the Executive Board approved the catalogue of positions in the Administrative Branch, and on 17 December 2009 the catalogue for the Professional Elections Service Branch, for gearing pay to position.

**National Institute for Social Development (INDESOL).** Through the PAIMEF it has promoted the adoption and amendment of state AMVLV laws, mobile care and guidance units, shelters, transit houses, guidance and care modules, diagnostics, studies and research, as well as the creation of interagency networks to combat violence against women.

- It conducted a survey among all INDESOL staff to detect sexual harassment. It is preparing a protocol and a procedure to prevent, detect and address sexual harassment, for implementation in November 2010.
- It has a guidance office on domestic and sexual violence against women (OOFV), which handled 308 cases between 2006 and 2009. The office is currently being restructured.

**National Women's Institute.** Since 2009, INMUJERES and UNIFEM have been working to create a pilot information system on the care accorded female victims of violence by the public prosecution agencies of the different states. The intent is to provide input to a proposed statistical information system that will include data on protection orders.

**National Institute of Indigenous Languages (INALI).** In June 2009 it published a technical standard on occupational skills, NUINL001.01, for oral interpretation of indigenous languages to Spanish and vice versa in the administration of justice, for evaluating and certifying interpreters for cases involving a speaker of an indigenous language.

- A strategy for training and accrediting indigenous language interpreters in the administration of justice in the State of Chiapas was implemented in 2010, under which CDI, INALI, SEP, CNDH, the Centro Estatal de Lenguas, Arte y

Literatura Indígena de Chiapas (CELALI), the Colegio de la Frontera Sur and the Universidad Intercultural de Chiapas (UNICH) invited male and female speakers of the Tzotzil, Tsetzal, Chouí, Zoque and Tojolabal languages to participate in a degree course for training interpreters in indigenous languages for the administration of justice.

**Petroleos Mexicanos (Pemex).** Through the Interagency Roundtable on Gender and Non-discrimination, it is pursuing a permanent strategy via the electronic and printed media to disseminate the various government mechanisms to prevent and eradicate discrimination and violence. These activities are coordinated with INMUJERES, CONAPRED, UNIFEM, and CNDH.

- Since 2006 Pemex has been involving children in outreach activities through workshops, artistic activities, publications and exhibitions against violence. In 2007 it held the first "forum of childhood expression through drawing and painting against violence", in which 113 girls and 102 boys participated. Collective exhibitions were held and the works were published in 2008 and 2009.
- A campaign on "the right to live without violence" was conducted in November and December 2007, targeted at male and female workers and children, involving academic, cultural and information activities to identify, prevent and eradicate violence. A total of 3,116 persons participated.
- During 2008 and 2009 a quarterly series of "*Historietas de Género*" (gender cartoons) was published, featuring the gender perspective. The first edition, entitled "The Right to Live without Violence", was distributed in printed form to 50,000 male and female employees in the offshore worksites of Pemex. These publications are permanently available via the Pemex intranet and the industry's web pages. An opinion survey about these cartoons was conducted in 2009 in the Pemex refinery operations, its internal control unit, its health services department and its subsidiary COMESA: 92.82% of respondents felt that the information conveyed was important for their personal, family and working life.
- Pemex has cooperated in the nationwide dissemination of interagency campaigns against gender violence and human trafficking sponsored by INMUJERES and FEVIMTRA.

**Attorney General's Office [of the DF] (PGJ).** Strategy of legal assistance to indigenous persons convicted of crimes under federal jurisdiction. In 2008 and 2009, through its Specialized Unit for Indigenous Affairs, the PGJ provided service to 2,610 individuals, of whom 299 were women. Services included legal advice with respect to early release for indigenous persons sentenced under federal jurisdiction; issuance of legal opinions to the federal Attorney General's office; and visits to indigenous persons held in social re-education centres.

**[Federal] Attorney General's Office (PGR).** FEVIMTRA is participating in preparing a model for the treatment of sexual harassment, based on the intervention protocol for cases of sexual harassment proposed by the INMUJERES. Currently, the model is under construction, and is expected to come into use as of January 2011. The internal control body reported that 15 cases of sexual abuse and harassment were opened during the period from 2007 to March 2010: of these, 10 are in process, four have been closed for lack of data, and one was ruled out of order.



**The Ministry of Social Development (SEDESOL)** administered a questionnaire on institutional culture among SEDESOL staff in 2008, in which 8.5% of respondents (73% of them women) said they had suffered harassment. As a result, specific steps are being taken to deal with cases of sexual harassment.

- A campaign relating to trafficking in persons was conducted for SEDESOL personnel, and training about violence was offered between 2008 and 2010.

**The Ministry of Finance and Public Credit (SHCP)** has a procedure to punish sexual harassment and discrimination by career and appointed staff, and a procedure for filing complaints in such cases. Campaigns and awareness sessions have been held since 2007 on sexual harassment, violence against women, and gender equality.

**The Ministry of National Defence (SEDENA)** has a mechanism to prevent, treat and punish cases of sexual harassment, in effect since 1 March 2010. Two complaints have already been filed, both involving males. The military training curriculum was revised in 2008 from the perspective of GEP and a culture of peace. This process continued in 2009 in six military education institutions.

**The Ministry of the Public Service (SFP)** conducted a "survey of inappropriate conduct" in 2006, in which 245 women and 186 men participated. Courses dealing with sexual harassment have been delivered by the CNDH, involving 31 men and 75 women.

- An internal procedure for dealing with sexual harassment cases is to be approved by December 2010 by the Advisory Committee on Compliance with the Code of Conduct, based on the protocol circulated by INMUJERES in April 2010. A "school for parents" workshop was offered in 2008 and 2009.
- Ministry of Agrarian Reform (SRA). In the first half of 2010, it distributed information on sexual harassment.
- A telephone hotline will be established for complaints of sexual harassment and a collegial committee comprising strategic areas of the institution will carry out prevention and advisory activities and respond to sexual harassment complaints.

**The Ministry of the Navy (SEMAR)** spent 2 million pesos (US\$149,000) on gender training and awareness courses for staff. In 2009 a total of 7,443 persons were trained, 2,331 of them women and 5,112 men.

- 48,356 "gender equity fact sheets" were distributed, containing basic concepts and legal provisions governing the culture of equal opportunities between women and men.
- A gender equity survey was conducted among 5,116 military personnel of both sexes assigned to the Naval commands, general directorates, offices and establishments of the metropolitan area to provide an institutional diagnosis for identifying areas of opportunity in gender equity issues in SEMAR and the Mexican Navy.
- Guidelines have been circulated for providing instruction in gender equity issues to cadets and students of the Naval education system.

**The Ministry of Environment and Natural Resources (SEMARNAT)** has a work plan for addressing cases of sexual harassment as part of its Institutional Culture Programme (PCI), now in the process of construction.

**The Ministry of Foreign Relations (SRE)**, in coordination with the ISSSTE, has instituted a psychological care module to address cases of gender-based violence and promote integral health. It was launched in February 2010 and as of May had served 147 ministry employees.

**Ministry of Health (SSA).** In 2009 it completed the update of the operating manual for its integrated model for prevention and treatment of domestic and sexual violence, consistent with NOM-046-SSA2-2005, "Domestic and sexual violence and violence against women. Criteria for prevention and care", which was distributed to the 32 state health services. On the basis of that model, five protocols for psycho-emotional care and support were defined, depending on the type of violence involved. Those protocols were distributed to staff psychologists in the programme's 278 specialized units nationwide.

- The 32 state health services have been establishing specialized care services for domestic and gender violence, using the model (which calls for interdisciplinary health teams, suitable technical capacity and infrastructure). These have expanded as federal funding has become available: in 2006 there were 197 services; in 2007, 207 services, in 2008, 231 services; and in 2009, 273 services. As of the first quarter of 2010, there were 278 services. From September 2006 to August 2009 care was provided for 287,210 women facing severe situations of domestic violence.
- Through the National Centre for Gender Equity and Sexual and Reproductive Health (CNEGSR), funds have been transferred to CSOs and public institutions to provide shelter services for women and children facing extreme domestic violence. In 2008 funding in the amount of 52.7 million pesos (US\$4.3 million) was provided for 34 shelters in 22 states, through which care was provided to 1,588 women. In 2009, funding in the amount of 74.7 million pesos (US\$5.5 billion) was provided to 30 CSOs and one public institution in 23 states, through which 1,516 women and their children were served. In 2010 funding of 85.5 million pesos (US\$6.3 million) was distributed to 30 CSOs and five public institutions covering 23 states; they are expected to serve 1,600 women in situations of extreme violence.
- Information is being distributed to personnel on laws and protocols relating to violence, equality and sexual harassment, as well as procedures for filing complaints with FEVIMTRA. The CNEGSR distributes a steady flow of information materials to promote women's right to a life free of violence.

## **B. Mainstreaming the gender perspective**

**Federal Electoral Institute (IFE).** The Integral Programme against Discrimination and in Favour of Occupational Equity and a Democratic Culture within the IFE was published in June 2009, on the basis of a previous diagnosis. It included a series of recommendations and proposals dealing with access to employment, appointment of women to executive positions, reconciliation of work and family life, creation of a

complaints system, and eradication of all acts or practices that offend dignity and the exercise of rights.

**National Institute for Social Development (INDESOL).** In August 2009, INDESOL designed actions that are part of the Institutional Culture Plan and are linked with the Gender Equity Model (GEM) 2003 of INMUJERES. This led to establishment of the Gender Equity Committee to guide work for incorporating GEP into the institution. It also conducted an assessment of the working climate in 2009 and designed a campaign to detect and prevent workplace abuse, with six electronic brochures that were distributed in 2010.

It also trained its staff through four workshops on "gender awareness, affirmative action and masculinity", in which 79 persons participated. It has prepared electronic bulletins to promote the use of inclusive language.

**National Women's Institute (INMUJERES).** On 24 December 2009 the Programme to Strengthen Mainstreaming of the Gender Perspective (formerly the Fund to Promote Mainstreaming of the Gender Perspective) was created to help institutionalize the gender perspective in public policies of the federative entities in order to overcome inequalities between women and men. This programme is operating in the 32 state women's offices (IMEFs), taking specific steps to mainstream the gender perspective in state and municipal administrations.

Since creation of the Fund (now the Mainstreaming Programme), the IMEFs have taken various steps to coordinate with state agencies in pursuit of joint activities under the General Acts on Equality between Women and Men and on Women's Access to a Life Free of Violence. These include the establishment of equality systems, interagency or intersectoral roundtables, processing and dissemination of information. 220 diagnostic studies have been completed, some 1,700 training and professional development activities in gender matters for state and municipal personnel, and 112 proposals have been adopted for harmonizing legislation in regard to equality, human rights and gender violence.

**National Migration Institute (INM).** As a result of the 2009 gender equity diagnosis, recommendations were issued for establishing an equality policy for the Institute, defining formal recruitment mechanisms, training and promotion with GEP, designing an area to handle complaints of harassment or discrimination, conducting campaigns to publicize legislation on equality and nonviolence, and gender equality training for all staff. In response to CEDAW General Recommendation 26, awareness training was provided for INM workers in 2009 to strengthen their capacity to design, implement and evaluate policies with a gender focus. As part of National Migration Week 2009, reprints were produced of the brochures on "Migrant Women for the Northern Frontier and for the Southern Frontier", with specific information for each region.

The Centre for Migration Studies has published books and articles on the issue of female migration, and has conducted annual migration surveys (EMIF) along the northern and southern borders of the country. Based on the cooperation agreement signed with INMUJERES in 2004, specific steps have been taken to strengthen promotion, protection, respect and dissemination of the human rights of Mexican and foreign women.

In April 2010 the position of Child Protection Officer (*Oficial de protección a la infancia*, OPI) was created to safeguard the rights of migrant juveniles, in particular unaccompanied minors (see article 6).

**Government Employee Social Security and Services Institute (ISSSTE).** The Institutional Culture Programme (PCI) of the ISSSTE contains 45 strategic actions to be taken by 2012. Since the latter half of 2009 a campaign has been under way dealing with women's human rights, gender discrimination and the right to a life free of violence, through awareness forums for ISSSTE employees throughout the country.

**Petroleos Mexicanos (Pemex).** Through the Interagency Roundtable on Gender and Non-discrimination, Pemex prepared a self-diagnosis and conducted the first national gender equity survey in 2006. It also established a 2007-2012 programme to mainstream GEP and non-discrimination, and on the basis of results from the 2008 survey of Institutional Culture with GEP and Non-discrimination it prepared a 2009-2012 action plan for the oil industry.

Since 2006 it has pursued a permanent gender awareness strategy for personnel, involving campaigns, conferences (including those sponsored by other agencies such as INMUJERES, CONAPRED, PGR, CNDH and UNIFEM), commemorative and cultural events, distribution of promotional articles and publication of printed and electronic materials. Of particular interest is the brochure on the General Act for Equality between Women and Men" and quarterly copies of the *Historietas de Género* ("Gender Cartoons") 2008-2009.

From 2007 to 2009, some 4,880 staff members attended seminars, workshops and formal courses dealing with equality and non-discrimination. 38 persons (88% of them women) were also certified in the CONOCER technical standard for delivering gender awareness courses. In 2008, the online course on "gender and equality between women and men" was launched.

During preparation of the 2009 federal budget (PEF), gender indicators by agency were included, showing women's participation in the technical activities of Pemex, and its code of conduct was revised to eliminate sexist language.

**Federal Attorney General's Office (PGR).** Through FEVIMTRA, the PGR designs, coordinates and monitors the Institutional Culture Action Plan. In 2009 it constituted an interagency gender roundtable to discuss compliance with the SNIMH accords and to promote mainstreaming of GEP in the PGR and enforcement of the national gender equity policy. As of May 2010, the roundtable had held four sessions and had taken 13 decisions, eight of which have been fulfilled.

Over the period 2006-2010, FEVIMTRA conducted 18 staff training sessions at all levels for incorporating GEP into its activities. It also produced proposed amendments and recommendations for the General Conditions of Work of the PGR, to avoid sexist language and promote the use of inclusive terminology that does not render women invisible.

In 2010, FEVIMTRA is working to prepare a model for dealing with sexual harassment, based on the intervention protocol proposed by INMUJERES. It is to come into effect in January 2011.

**Procuraduría Federal de Protección al Ambiente (Federal Environmental Protection Agency, PROFEPA).** In 2003, the Gender Equity Coordination Office

was established to monitor implementation of GEM 2003 and the PCI. Among other duties, the coordination office is responsible for studying, analyzing, diagnosing, reporting and resolving actual situations of discrimination as well as mediating and resolving cases of inappropriate conduct and investigating complaints of sexual discrimination or harassment. Each Delegation and Administrative Unit has a gender equity coordinator responsible for publicizing and monitoring the gender equity system at that level.

**Ministry of Health (SSA).** By agreement with the institutions of the National Public Health System, the SSA launched a special action programme for gender equality and health 2007-2012, consistent with the PND, the PRONASA and the PROSESA. Within this framework, it has taken the following actions:

- Between 2008 and 2009, courses were provided in 12 states to train trainers in gender and intercultural aspects of health. In 2010, such courses were held in eight states. In 2008 and 2009 a total of 362 trainers (74% of them women) were trained. From January to September 2010, a further 200 trainers were trained.
- In 2008 and 2010 three summer courses on gender and health were conducted by the National Institute of Public Health, providing refresher training for 72 state health professionals (more than 80% women). GEP has also been incorporated into updated Mexican official standards such as those for peripost-menopause, prevention of birth defects, breast cancer, diabetes, and dyslipidemia. Projects have also been pursued to incorporate GEP in the training of health personnel and in actions to promote health and to prevent and address health problems.
- In 2008 the SSA obtained the first prize awarded by the Pan American Health Organization for best practices for gender equality in health programmes, in recognition of the diabetes mellitus programme and the campaign to prevent overweight and obesity. There is also the thrice-yearly publication "Gender and Health in Figures", which has been used since 2003 to publicize information on research into various issues of health with GEP.
- The CNEGSR has a PCI action plan involving dissemination, training and preparation of analysis and proposals for incorporating GEP. It circulates information to all staff on the legal framework for gender equality, women's human rights, women's access to a life free of violence and discrimination, PROIGUALDAD, labour relations with equality and eradication of institutional violence, as well as the protocol on sexual harassment proposed by INMUJERES.
- Between 2009 and 2010, 41% of CNEGSR personnel received training in gender-related health issues in the context of human rights. As part of its annual training programme, it also produced recommendations for incorporating GEP into 35 of 40 sector programmes.

**Ministry of Tourism (SECTUR).** In 2007 a roundtable on gender equality was established, with officials of the three government tourism agencies (SECTUR, FONATUR and CPTM). One of its principal tasks is to review and approve the work plan funded by the gender equality programme.

In 2008 awareness sessions were held for 53 public officials, and in 2009 a total of 433 individuals attended various discussion groups and conferences.

Since 2009 SECTUR has been publishing a quarterly news bulletin, "Equality and Gender in the Tourism Sector", which is sent out to employees of the three agencies as well as members of the private sector, and is posted permanently at the ministry's website. In April 2010, 1000 brochures and 1000 posters were printed to publicize the PCI. A similar number of posters, brochures and handbooks was printed to publicize the Mexican Standard for Occupational Equality between Women and Men in enterprises of the national tourism sector.

Under its programme for establishing and conducting tourism policy, the ministry has been conducting research into the labour situation in the tourism sector, with a gender focus and from an economic perspective.

**The Ministry of National Defence (SEDENA)** implemented an institutional culture action plan in December 2009, and printed 1000 copies in magazine form of the SDN Gender Equality Programme 2008-2012.

A project for regulatory harmonization with GEP is now under review (see articles 4 and 7), with a view to establishing exclusively female positions. The proposed reforms to the military code also consider female empowerment, providing that women and men shall occupy senior executive positions in the Mexican Army and Air Force under conditions of equality.

During 2008 and 2009, SEDENA provided training for 40,931 military personnel, including generals, chiefs, officers and troops, through workshops, courses, conferences, seminars, international colloquiums and civilian-military joint sessions.

**Ministry of Environment and Natural Resources (SEMARNAT).** The ministry has 31 gender liaison officers (one for each state) and 18 others in substantive areas and sector bodies. It has adopted a permanent training strategy for its federal delegations and sector bodies. Between 2006 and 2009 it conducted six-day training activities for its staff, involving 1,229 individuals (44% women), as well as training for gender liaison officers. It has designed methodologies and conceptual documents for incorporating GEP into sustainable development and environment work. As well, it has prepared seven institutional culture action plans with GEP for decentralized environmental bodies (SEMARNAT, CONAGUA, CONAFOR, PROFEPA, CONANP, IMTA, INE).

**The Ministry of Energy (SENER)** launched an in-house information campaign in December 2009 on LGIMH, LGAMVLV and PROIGUALDAD. To date it has distributed 34 mailings, 17 intranet banners and six electronic newsletter articles. To reinforce the message, it is printing four posters for internal distribution. The campaign places special emphasis on sexual harassment and, consistent with objective 6 of the PCIAPF, includes the announcement of vacancies to be filled by competition under the slogan "SENER is committed to equality of opportunities". To date it has published 27 competition notices. There is also a micro site on its intranet where information on gender equity and equality is constantly available.

**The Ministry of Public Education (SEP)** has developed a series of activities to help reduce the education gap for girls, particularly those in situations of vulnerability such as migration or pregnancy, through the award of scholarships at

different levels of education. In addition to the activities described under articles 5 and 10 of this report, the SEP launched a module for guidance, prevention and treatment of gender violence (MOPAV), unique in the FPA, through which it has held conferences and awareness workshops and special activities targeted at SEP personnel. In 2009 it provided psychological support to 926 individuals and referred 165 to other institutions. In March 2010 the President of the Republic awarded the SEP second prize for promoting equity in the FPA.

In 2010 the SEP presented the National Report on Gender Violence in Basic Education, the first report in Latin America to address violence in the schools. It also prepared a PCI action plan, under which it will, among other things, incorporate GEP into the institutional code of conduct; raise awareness for eradicating discriminatory messages and gender stereotypes and eliminating all forms of violence against women; prepare hiring criteria and job profiles with a gender focus; provide gender training and professional development; stress co-responsibility for family and working life; take steps to prevent, address and punish cases of harassment in the workplace.

**Ministry of the Public Service (SFP).** In 2009 the SFP implemented the PCI action plan and recertified the GEM. In 2010 it implemented the equal opportunities programme, which has been widely disseminated to all staff.

From August 2006 to May 2010, 18 training courses were held on reproductive health, GEP, masculinity and life without violence, sponsored by INMUJERES, CNDH and SFP staff. Pursuant to objective 6 of the PCIAPF, the 2010 annual training programme was expanded to include a course on "the gender perspective, a conceptual approach", as part of the mandatory course content. In 2009 a female public servant was certified to the CONOCER technical standard to facilitate training in GEP for all personnel.

Campaigns have included the following: "Say no to sexual harassment" (2006); "For equality and against discrimination" (2007); "It's not a favour, it's a right. No more violence against women!" (2009); "Institutional culture: factors" (2010). In 2008, a "strategy for health self-care with GEP in the workplace" was carried out. In 2009 a video was produced with statistics from the National Survey on the Dynamics of Domestic Relationships (ENDIREH 2006) and materials from the 2007 photo archives of INMUJERES.

**Ministry of Finance and Public Credit (SHCP).** Based on the organizational culture questionnaire, the SHCP developed an organizational culture programme, which was implemented in 2010. In 2007 it began to disseminate gender equality materials to staff, following certification of the GEM, on issues relating to women's human rights, equal opportunities between women and men, and eradication of gender violence. It also incorporated GEP into its general conditions of work.

**Ministry of Agrarian Reform (SRA).** In April 2006 the SRA conducted a survey on gender equity and in 2008 it established an interagency roundtable on gender. In that year it also administered the SFP survey on gender equity and non-discrimination as a means of implementing the PCI.

Various workshops on sexual harassment were held during 2006-2010, posters on women's human rights were put up, and the national and international legal framework for women's human rights was disseminated via electronic and printed media throughout the Ministry, including its decentralized bodies. Materials were

also distributed stressing the importance of preventing and eradicating violence against women and trafficking in persons. Conferences on gender equality have been held and a brochure was prepared on the services offered by the Ministry.

In addition to raising awareness about GEP, the National Agrarian Registry (RAN) prepared a video that has been widely distributed and is available at the institution's webpage for public viewing. Messages about gender equality have been prepared in the form of screensavers for all in-house equipment. FIFONAFE has also distributed materials on women's human rights, sexual and reproductive health, and the elimination of violence against women, and it has offered free mammograms to its personnel.

### C. Trafficking in persons

**Federal Attorney General's Office (PGR).** Through the Printed Media Dissemination Programme 2008, 1,500,867 copies of materials on the right to a life free of violence, gender violence and trafficking in persons were distributed in coordination with the Ministries of Energy; the Interior; Finance and Public Credit; Foreign Relations; Agriculture, Livestock, Rural Development, Fisheries and Food; Labour and Social Security; Public Education; Economy; Agrarian Reform; National Defence; Navy; and Environment and Natural Resources. The objective was to raise awareness about the issues, promote prevention, and solicit help in efforts to find missing women. Six posters were designed and printed in 60,000 copies each, for a total cost of 269,000 pesos (US\$22,000). Distribution was done through federal institutions in all states. The impact could be appreciated in a 25% increase in calls to the National Citizen Call Centre (*Centro Nacional de Atención Ciudadana*) during 2008; it is estimated that 35,000 people accessed the information contained in the materials mentioned.

During 2009, the printed media programme focused on prevention of the crimes for which FEVIMTRA is responsible, and more specifically on encouraging the reporting of such crimes. On the violence issue, 14 materials (posters, flyers, folders, brochures etc.) were designed and published in 4.8 million copies, distributed between February and December 2009, for a total cost of 6.8 million pesos (US\$507,000).

Since 2008, FEVIMTRA has been part of the working group to monitor the "Blue Heart" antitrafficking campaign (*Campaña Corazón Azul contra la Trata de Personas*) launched by President Felipe Calderon in April 2010.

In pursuit of the campaign, the PGR is projecting a budget of 3 million pesos (US\$236,000) for TV and radio spots, posters and brochures, as well as inserts in newspapers of Mexico City and elsewhere.

From 2006 to 2010 FEVIMTRA provided awareness sessions for 1,375 participants, of whom 938 were women, in coordination with PGR, INMUJERES and UNAM.

**The Ministry of Tourism (SECTUR)** included human trafficking and child sexual exploitation in its annual training programme. A total of 387 persons received this training (240 of them women).



As part of its programme for establishing and conducting tourism policy, the Ministry will launch a second round of research to determine the prevalence of human trafficking generated by illegal tourist activities in Mexican travel destinations.

#### **D. Promoting women's participation in the federal public administration, the judiciary and deconcentrated bodies**

##### **FEDERAL PUBLIC ADMINISTRATION**

**National Institute for Social Development (INDESOL):** Re. PCIAPF Objective 6: seeks to ensure that vacancy notices contain no discriminatory symbols or images, that GEP is incorporated into guidelines governing benefits, and that job descriptions are non-discriminatory. Plans have been prepared for each area to encourage the equitable distribution of activities. A distance diploma course on Local Development and Participatory Municipal Planning was offered in 2008 (with INAFED and UAM); a course entitled "Municipio, Democracy and Social Development" in 2009; and a teleconference was held on Human Resource Management in the Municipal Public Administration.

**National Migration Institute (INM):** Re. PCIAPF Objective 6: a diagnostic study in 2009 found that 60.9% of women and 59.1% of men consider that recruitment is free of gender discrimination. It is planning to establish an equality policy; to define mechanisms for recruitment, training and promotion with GEP.

**National Women's Institute (INMUJERES):** conducted an evaluation of GEP in political party platforms, in coordination with the Centre for Economic Research and Teaching (CIDE), to construct an index of participation by female candidates in electoral districts, and their track record. It also conducted a workshop on women's political leadership at the local level (2007) in six states, attended by 461 women.

**Federal Attorney General's Office (PGR):** Re. PCIAPF Objective 6: has reviewed staff promotion guidelines from a gender focus and has produced a comparative statistical analysis of the relative mobility of men and women by level. In September 2009 it produced the first annual report with results from this analysis, as a prelude to a comparative analysis of the issue. At the end of 2010 it will review staff promotion guidelines, according to progress in the analysis of the normative component and organizational processes of the PGR institutional culture.

**Ministry of National Defence (SEDENA):** Re. PCIAPF Objective 6: has a promotion system to fill senior positions on the basis of equal opportunities; promotion structures that allow for equitable mobility without discrimination for reasons of gender, ethnic origin, class etc.

**Ministry of Environment and Natural Resources (SEMARNAT):** in 2008 a section dealing with women's organizations and GEP was established within the Advisory Board for Sustainable Development, with one representative for each state, one for the DF, and two ministerial appointees. PROFEPA: pursuant to PCIAPF Objective 6, one component of the staffing action plan for calendar year 2010 is to review job descriptions and avoid gender discrimination, to foster horizontal and vertical mobility, and to disseminate the rules governing the professional career service

**Ministry of the Public Service (SFP):** Re. PCIAPF Objective 6: during 2009 and 2010, an administrative manual of general application in human resources and organizational management was prepared, and it incorporates the criterion of gender equity in its chapter on "Entry and Mobility".

**Ministry of Finance and Public Credit (SHCP):** Re. PCIAPF Objective 6: disseminated rules for equitable vertical and horizontal promotion. Reviewed rules governing performance appraisal procedures for management and operational personnel.

**Ministry of Agrarian Reform (SRA):** Re. PCIAPF Objective 6: supervised the drafting of job descriptions from the viewpoint of avoiding gender discrimination and fostering horizontal and vertical mobility. Job profiles include this notice: "The description, profile and capacities were allocated in accordance with the requirements of the job, and its design is not oriented to one gender in particular". Review of language in the Institutional Code of Conduct for dissemination via intranet, e-mail and hardcopy. From 2006 to 2009, provided management training courses for 153 women and 356 men.

**Ministry of Foreign Relations (SRE):** sponsored "access to justice" sessions for indigenous women in coordination with CNDH, CDI and INALI, from a GEP and intercultural perspective. With respect to PCIAPF Objective 6: the SRE is preparing an institutional culture plan that calls for non-discrimination in vertical and horizontal promotion, in the selection of personnel and in salaries and benefits,

**Ministry of Public Security (SSP):** pursuant to the Sector Programme for Public Security 2007-2012, the National Prevention Strategy "*Limpiemos México*" ("Let's Clean up Mexico"), police personnel receive training in human rights, gender equity and assistance for victims by type of crime. The New Police and Penitentiary Models include a human rights focus with GEP and the principle of the higher interest of the victim in public policies. In 2008, the first female police group in the Federal Police had 365 women belonging to the Unit for Restoration of Public Order, Rescue and Social Assistance (UROP), with an effective complement of 335 members. In June 2009 a second female group was launched, with 303 active members. Recruiting competitions in 2007 and 2008 were conducted under conditions of equality for both sexes, thus promoting increased women's representation.

## JUDICIARY

**Federal Elections Tribunal (TEPJF):** published a book on "Gender and Political Rights: Judicial Protection of Women's Political and Electoral Rights in Mexico", comprising four studies: 1) an analysis of women's success in defending their electoral rights through recourse to the TEPJF; 2) an examination of perceptions among state electoral officials and academic circles concerning gender equality in the exercise of electoral rights; 3) an analysis of the number of women who have stood for and been elected to public office, and the agendas they have promoted as legislators ; and 4) an analysis of jurisprudence of the Spanish Constitutional Court, the Court of Justice of the European Communities, the Inter-American Commission on Human Rights and the Inter-American Court of Human Rights with respect to the mainstreaming of GEP and political rights, including non-discrimination and affirmative action. A 2009 publication on "Gender Equity and

Electoral Law in Mexico" surveyed research and documentation on gender equity and electoral legislation at the international, federal and local levels. A quantitative and qualitative study of female candidates for the 2009 federal elections sought to identify factors that enabled women to stand and be elected as deputies under the RM system, or that prevented them from doing so, and to propose institutional and socio-cultural solutions. A technical and legal analysis of electoral reform issues, delivered to Congress for discussion in April 2010, contained proposed rules for gender parity and alternation between the sexes, as well as changes in the makeup of candidate lists. A course entitled "*Juzgar con GEP*" (Oct.-Nov.2009) offered knowledge and theoretical and methodological tools for understanding GEP in relation to judicial decisions. For more on the Justice and Gender Forum, see General Annex 3.

The television series "*Entre Argumentos*" dealt with such issues as access to electoral justice, women's political participation and electoral quotas. A project on gender equality, political rights and electoral justice and the extension of women's human rights in Mexico (September 2010) will be conducted jointly with UNDP and UNIFEM to promote legislative harmonization on gender equality and electoral rights in each state.

The first meeting of Ibero-American electoral magistrates was held in 2009, in collaboration with the Fundación Justicia y Género, to encourage the examination and application of international instruments protecting women's human rights, and fundamental juridical standards for women's enjoyment of political and electoral rights. They issued the "*Declaración de Guadalajara*". The 2009 international seminar of the *Observatorio Judicial Electoral* analyzed rulings of the TEPJF. An academic seminar on quotas and balanced gender representation in the electoral lists, and a seminar on electoral jurisprudence of the European Court of Human Rights, both held in 2010 by the Judicial Electoral Training Centre of the TEPJF, examined the jurisprudence of various European constitutional tribunals on these matters. In coordination with INMUJERES and the Colegio de México, a seminar was held on electoral justice and gender equity, voter eligibility and the right of women to be elected: it allowed the exchange of views on progress in the recognition of women's human rights in the context of the 30th anniversary of the CEDAW. An international seminar on indigenous women's participation and leadership in Latin America (Chiapas) considered approaches to resolving similar problems in the region, referring to a balance sheet based on experience in Bolivia, Guatemala, Ecuador, Mexico, Nicaragua and Peru, which revealed that indigenous women are at a disadvantage in exercising their civil and political rights. In public sessions on access to justice for indigenous women (San Luis Potosí), the TEPJF publicized political rights and mechanisms for protecting them. The TEPJF supported and took part in one of the discussion forums on democratic parity organized by the "*Grupo de Mujeres en Plural*". A national meeting of state political party leaders was held to inform local party leadership about gender equity issues and the protection of women's political rights in the 2010 elections. The TEPJF took part in the 9th and 10th meetings of *Magistradas de los más Altos Órganos de Impartición de Justicia de Iberoamérica*, a network of female judges working at the regional level to foster women's access to the organs of justice and to promote a common agenda within the framework of international instruments for women's human rights. The meetings were held in Guatemala (2008) and Colombia (2009), respectively.

### DECONCENTRATED BODIES

**National Human Rights Commission (CNDH):** published a study in 2009 on women's political participation in Mexico, addressed to the three levels of government.

**Federal Electoral Institute (IFE):** conducted a study on voter participation in the 2003 federal elections, by gender and age group. It is currently working on a voter participation study for 2009, covering two stages: a sampling survey and a census study. A study on citizenship and women's political representation and participation in 28 single-seat electoral districts with an indigenous population exceeding 40% was conducted, and found that, while indigenous women faced obstacles of a structural, economic and social nature, they were becoming more active as their training, education and responsibilities increased. In 2008 the Local Executive Boards of the IFE sponsored local activities recognizing the regional diversity of needs and interests in order to promote women's participation in public affairs; these involved 42 events of varying kinds that provided instruction and publicity about women's participation and political rights, targeted at legislators, researchers, public officials, electoral counsellors, political party representatives, social programme beneficiaries, and representatives of civil society, totalling 6,966 persons in the 32 states. National competitions were held to sensitize the general public. Between 2007 and 2010 there were eight such competitions, involving among other things broadcast production, citizen testimonials on the electoral process, various publications on democracy and democratic institutions, and training materials for children. Radio and television campaigns were also conducted: these included a number of "spots": "*Rudos*", carried from 1 August to 9 November 2008, with the message that gender equality begins at home; "*Electa por mayoría*", (10 November 2008 to 13 February 2009) promoting women's right to be recognized and elected; "*Participación mujeres*", (20 February to 21 April 2009) encouraging women to vote; "*El lugar de la mujer*", (November 2009 to May 2010) showing that women can succeed in all walks of life; and 2 radio capsules, carried over the Indigenous Cultural Broadcasting System (*Sistema de Radiodifusoras Culturales Indigenistas*) from 19 January to 20 April 2010: "*Doctora*", showing that women can decide their career or studies without the need for male approval; and "*Participación*", encouraging women to take a more active role in community decisions.

### XIII. Noteworthy activities at the state level

#### AGUASCALIENTES – TOPIC: INCORPORATING GEP

The budget of the State Women's Institute (Instituto Aguascalentense de las Mujeres, IAM) has risen each year, from 3 million pesos in 2006 (US\$280,000) to 4 million pesos in 2010 (US\$313,000). To those funds may be added federal funding to strengthen state and municipal bodies. Allocations to the IAM have been increased as a result of reforms to the local legislative framework, specifically the LGAMVLV and its regulations, the Municipal Act, and the Mediation and Conciliation Act.

In coordination with the Department of Management and Innovation (SEGI), the IAM is implementing a programme to mainstream GEP in the state public

administration through mechanisms to reaffirm the state government's commitment to ensure the full development and advancement of women and guarantee them the exercise and enjoyment of their human rights and fundamental liberties, under equal conditions with men. 41 cooperation agreements have been negotiated to implement the programme and 44 gender equality committees have been established in each of the participating agencies and entities for the purpose of changing institutional structures in ways that will be reflected in the objectives, working agendas, design, implementation, monitoring and evaluation of plans and projects for generating policies with GEP. There has been a pooling of interagency efforts to mainstream GEP in the state public administration.

#### **BAJA CALIFORNIA - TOPIC: INCORPORATING GEP**

Through the Fund for Mainstreaming GEP, the State Women's Institute (**Instituto de la Mujer para el Estado de Baja California**) had available in 2008 3.7 million pesos (US\$303,000) with which it offered two courses and three workshops on GEP, legislative techniques, strategic planning and institution building. In 2009, it had a fund of 4.7 million pesos (US\$350,000), which it used for sensitizing personnel, especially in the health sector and the rehabilitation centres, and for conducting three diagnostic studies for incorporating GEP in the public administration. The 2010 budget will allow for diagnostic studies, courses and workshops, and a strategic plan to incorporate GEP into the State Development Plan, in the education and economic sectors and in the state's results-based budgeting process. As well, 25 male and female officials will be certified in the technical standard for labour skills of CONOCER.

The *Sonriendo prevenimos* project, which promotes a community response to gender violence, offered 63 awareness raising workshops and trained community promoters for whom a training manual was prepared. Four photography workshops were also held, and emergency hotline service was set up, and a directory of women's help institutions and organizations was published.

The Project for Access to Equity and Justice for Women in the State of Baja California 2008, funded by PAIMEF, sponsored a training course on psychology and gender in the administration of justice, six workshops and a state seminar on the binational network for dealing with domestic and sexual violence, awareness raising workshops, radio broadcasts, legislative harmonization projects, establishment of a Care and Protection Centre for Victims of Violence, and the strengthening of three care centres.

For 2010, a series of activities are planned, including workshops on GEP and human rights of women, strengthening and updating systems of information on cases handled, cataloguing of successful cases, development of a model for community-based prevention of violence, intervention manuals, strengthening of integral care for women, community care sessions, and others.

- special recognition of women for outstanding achievements in various areas

#### **BAJA CALIFORNIA - TOPIC: POLITICAL PARTICIPATION**

- as part of PFTPEG, formerly the Fondo: two training workshops were held for resource persons, benefiting 71 female public servants, 129 male public servants, 281 women and 39 men from the population at large; and the state forum on policies for professionalization, equity and good government attracted 130 participants working in the state public administration..

### COLIMA - TOPIC: TRAFFICKING IN PERSONS

- night-time police raids were conducted to locate women who are potential victims of sexual exploitation.

### FEDERAL DISTRICT-TOPIC: VIOLENCE

- The DF Prosecutor's Office, via decree A/02/2010, created a specialized agency to investigate the murder of women and persons with sexual orientation or preference and because of gender identity or expression. This move is considered very important for the enforcement of GEP, as it broadens the conventional scope of murder investigations.

- between 2009 and 2010 the budget specifically earmarked for addressing violence against women amounted to 374.8 million pesos (US\$27.8 million). Through the programme for co-investment in social development for women 7.2 million pesos (US\$552,000) went to finance 43 CSOs working on projects to prevent and address violence against women: 112 projects were approved, benefiting 82,235 women.

- publication and distribution of 580,000 copies of the book "*Tu futuro en libertad, por una sexualidad y salud reproductiva con responsabilidad*" that provides guidance to young people on sexual and reproductive rights and responsibilities; the Programme "*Amor-es Sin Violencia*" to prevent violence between lovers; and the annual campaign "16 days of activism to abolish violence against women", in which all departments of the federal district government took part.

-Through the Programme *Viajemos seguras en el transporte público*, five modules were established for treating victims of sexual violence on the Mexico City subway system (the Metro), through which women could file complaints and have their molesters arrested and turned over to the sexual crimes investigation unit of the PGJDF or a civil court. From 23 January 2008 to 30 July 2010, the modules handled 793 cases, of which 752 were presented by women; 708 were lodged for sexual abuse, 75 for other types of violence, and 10 for offences committed outside the Metro. To date, 283 offenders have been brought before the authorities.

### FEDERAL DISTRICT-TOPIC: TRAFFICKING IN PERSONS

- In 2006 INMUJERES-DF, the Human Rights Commission of the DF and the DIF-DF published a handbook on the prevention of the commercial sexual exploitation of children for distribution in the primary schools of Mexico City..

- there is a telephone hotline for victims of human trafficking, through which a multidisciplinary team fields calls for help, records complaints, provides information, legal assistance, emergency response, and offers confidential and anonymous advice. It operates 24 hours a day, 365 days a year. The DF Prosecutor's Office has established a webpage that provides information on human trafficking, sexual abuse and the commercial sexual exploitation of children, and on civil society organizations that provide care and prevention services.

- training was provided for 1,469 departmental staff, experts and police officers of the DF government in human trafficking issues. Jointly with the Regional Coalition against Trafficking in Women and Girls in Latin America and the

Caribbean, a project on "the rule of law and violence and human trafficking for commercial sexual exploitation in the Federal District" was conducted to raise awareness about trafficking as one of the worst forms of violence against women. These programmes were funded in the amount of 1.07 million pesos (US\$83,000).

- in cooperation with the organization Defensoras Populares, A.C., Inmujeres-DF produced a set of teaching and training tools to prevent the sexual abuse of boys and girls from early childhood, designed for teaching personnel of nursery school, preschool and the first three years of primary school.

- FEVIMTRA, INMUJERES-DF; the CSOs "Camino a Casa" and "Coalición Regional contra el Tráfico de Mujeres y Niñas en América Latina y el Caribe" signed a cooperation agreement to refer victims and possible victims of human trafficking to high-security shelters for specialized care.

- The Department of Health of the Federal District is now preparing specialized psychotherapeutic models and emergency assistance programmes to be provided before, during and after judicial proceedings.

- in coordination with the organization Infancia Común, A.C., the University launched a campaign against child mistreatment and sexual abuse in high-risk areas of the Federal District, under the slogan "*¡Simplemente no lo aceptamos!*": ("we just won't accept it!").

#### **FEDERAL DISTRICT-TOPIC: INCORPORATING GEP**

Funding for the Women's Institute of Mexico City (INMUJERES-DF) rose by 85% in the period 2006-2010, from 74 million pesos in 2006 (US\$6.9 million) to 136.8 million pesos in 2010 (US\$10.7 million). To this must be added federal funding of 33 million pesos (US\$2.8 million) over this period. The Institute's human resources, on the other hand, declined by 24%: in 2006 it had 494 positions, while in May 2010 there were 376.

In 2007 the Act on Substantive Equality between Women and Men in the Federal District came into force, under which a number of actions have been taken. The system for monitoring that Act was established in May 2010.

Pursuant to that Act, INMUJERES-DF, in cooperation with the Department of Finance and the DF Budget Office (Subsecretaría de Egresos del Gobierno del DF) launched a drive in 2007 to incorporate GEP into the entire government budgeting process. As a result, the gender budget in Mexico City amounted in 2008 to 1,256 million pesos (US\$102.9 million), and for 2010 it is 1,355 million pesos (US\$106.1 million).

In 2007, the head of government and his cabinet participated in the first course on "Gender and Public Policy". Since then, a Training Programme on Women's Human Rights, Gender and Public Policy has been offered: to date, it has trained 9,412 public servants (nearly 60% of them female) and 7,000 judges of the Superior Court of Justice.

Also in 2007, a Gender Liaison Network was created for Mexico City as well as one for the *delegaciones* and a network of female officials of the Social Development Department, establishing cooperative ties with social movements to improve working conditions..

INMUJERES-DF has been pursuing a programme for women's human rights promoters. The Institute of Science and Technology initiated the “*Programa Hazlos Valer*” in 2008 to promote and publicize women's rights, especially among young women, through virtual social networks via the Internet. As well, to promote a working climate consistent with GEP, affirmative action has been taken within government offices, such as a communication campaign, a telephone hotline for reporting gender violence in the workplace, an analysis of women's labour situation, a complaints box and complaint report forms, and counselling and assistance to victims of workplace discrimination.

During 2009, a general programme on equal opportunities and non-discrimination against women in Mexico City was prepared, through interagency roundtables in which the gender liaison networks, CSOs, academics and feminist experts participated. A watchdog mechanism designed in 2010 will monitor and evaluate the programme.

#### **FEDERAL DISTRICT-TOPIC: POLITICAL PARTICIPATION**

- Analysis of the occupational situation of female workers of the Federal District Government (2007-2008) (Inmujeres-DF, the CSO Equidad de Género, Ciudadanía, Trabajo y Familia A.C. and the Civil Registrar's Office (*Oficialía Mayor*)). 24 departments and agencies participated. Based on the results, Inmujeres-DF issued recommendations and a document on "Labour Policy with GEP in Mexico City" with a package of measures for reducing gaps
- The Department of Public Safety (SSP) prepared its own analysis of women's working conditions.
- The Department of the Environment and the Civil Registrar's Office prepared work plans on the status of women.
- The position of “*Contralora Ciudadana*” (“female civil comptroller”) was created in the Comptroller General's Office. It was established in advisory boards and oversight bodies of the government.
- internal communication campaign against occupational discrimination by reason of gender, 2008.
- media survey, 2009 elections: media coverage was monitored for three months to track reporting on women's political participation.
- opening of the Cecilia Loría Saviñón popular leadership school. In 2008 it served 213 women, strengthening their political and social leadership. In 2009 it graduated 210 women equipped to promote women's political and social participation in 16 local units of Inmujeres-DF; in 2010, 407 women participated. Graduates of the first class have formed a committee to establish citizen councils of women..
- Alternative Model of Education and Empowerment for the Women of Mexico City. This starts from the principles of "grassroots feminist education" to establish the conditions for women to exercise their collective and individual rights and strengthen their leadership. 30,980 advisory services were provided on women's human rights and 18,173 activities were conducted for their promotion; these were accompanied by the women's rights campaign, “*Todas las Mujeres, todos los Derechos*” (“All the women, all the rights”). 1,833 information groups to promote



women's human rights were created, involving 23,499 persons (21,727 women and 1,772 men), and 1,237 women were trained as human rights promoters in the 16 local units of Inmujeres-DF.

- the first meeting of women's human rights promoters of Mexico City, 2008, attracted more than 1000 women from the 16 political subdivisions (*delegaciones*) of Mexico City.

- Female Public Officials' Network of the Department of Social Development, created in 2007 as a cooperative network for improving working conditions.

- leadership workshops that encourage women's political and social participation. As of June 2010 they had benefited 302 women. In the local units, courses and conferences on gender and democracy have been held.

- events and activities to mark International Women's Day and to commemorate women's suffrage in Mexico. To celebrate International Women's Day in 2009, Azcapotzalco (a subdivision of the DF) promoted democratic values and civic responsibility.

- periodic award of the Omecfhuatl medal to outstanding women.

#### **DURANGO - TOPIC: POLITICAL PARTICIPATION**

- Two courses on leadership and social management (under PFTPEG). Project to promote and monitor women's political participation and election to public office. 60 women participated: public servants of various rank, municipal councillors, judges, members of political parties and various municipal institutions.

- In the process of implementing the Strategic Platform for Political Equity, signature of cooperation agreements with various institutions invited to be part of an observatory

#### **DURANGO - TOPIC: TRAFFICKING IN PERSONS**

- The Diagnostic and Health Screening Clinic offers free psychological service to women engaged in prostitution and also provides them the medical checkups required by health regulations. Prostitutes can also receive support to continue their primary and secondary education through the state Adult Education Institute (IDEA).

#### **ESTADO DE MÉXICO - TOPIC: TRAFFICKING IN PERSONS**

- In February 2010, the State Council of Women and Social Welfare created a human trafficking hotline (01800-832-4745) for reporting this crime. It offers free legal and psychological counselling to women in situations of violence, and their children. On 18 February 2010 it launched a campaign, "¡Llama y Vive!" ("Call and Live!"), in the context of which the Council signed agreements with the state departments of tourism, education and economic development and the Centre for Studies and Research in Development and Social Assistance (CEIDAS) for joint work to raise awareness and prevent human trafficking and to promote human rights.

#### **ESTADO DE MÉXICO - TOPIC: INCORPORATING GEP**

The State Council for Women and Social Welfare (CEIMyBS) is a state agency with its own legal personality and financial autonomy. It has 16 units providing

care for women and their children in situations of violence, created in 2007. The budget it receives from the state has been increased considerably in recent years, rising from 22.5 million pesos (US\$2.1 million) in 2006 to nearly 320 million pesos (US\$23.8 million) in 2009, an increase of more than 1,400%. The budget received another important boost of 50% in 2010, to 483.6 million pesos (US\$37.8 million). To these funds must be added federal support coordinated by INMUJERES and SEDESOL.

Activities to encourage GEP in public policies and to improve gender relations in general included the state congress to improve public policies in terms of gender equity, through regional workshops (2006) and a workshop on gender perspective and public policies for the state Governor and his cabinet (2007).

In 2007 the Gender Equity Programme was instituted in the 16 state government departments, the state prosecutor's office and the state DIF. Each entity has a gender liaison officer, and some have a budget for working with the programme.

In 2008 the National Pact for Equality between Women and Men was signed. That year, with resources from the GEP Mainstreaming Fund, a course was offered on gender, citizenship and political participation, and 26 GEP training workshops were held for public servants from state government departments and the legislative and judicial branches. A methodological guide was prepared for the design of GEP projects and programmes, along with a report on "the current status of women in Mexico State."

In 2009, a protocol governing murder investigations from the viewpoint of femicide was prepared and delivered to the prosecutor's office, together with an initiative to reform the state criminal code in this respect. Three important studies were undertaken as well, one dealing with the situation of women in detention, another on the application of NOM-046-SSA2-2005 directed at physicians and nurses, and the third on the perception of health services.

#### **ESTADO DE MÉXICO - TOPIC: POLITICAL PARTICIPATION**

- Signature of a participation agreement between the State Council of Women and Social Welfare and the Electoral Institute of Mexico State (March 2010) for joint action that includes fostering women's political participation

- in 2008, 26 workshops were held on GEP and a course was offered on gender, citizenship and political participation with the Universidad Autónoma del Estado de México, targeted at male and female public servants (as part of PFTPEG)

-special recognition of women for outstanding achievements in various areas

#### **ESTADO DE MÉXICO - TOPIC: TRAFFICKING IN PERSONS**

- In February 2010, the State Council for Women and Social Welfare created a human trafficking hotline (01800-832-4745) for reporting this crime. It offers free legal and psychological counselling to women in situations of violence.

#### **GUANAJUATO - TOPIC: POLITICAL PARTICIPATION**

- Analytical study conducted in 2008 on incorporating GEP into the legal foundations of the state planning system (decree of establishment, internal rules of procedure, statutes). Proposal to incorporate GEP into 10 regulations of the State Planning Boards System (under *PFTPEG*) with a view to empowering

women and eliminating gender-based discrimination. Suggests a minimum gender target of 33.3% membership of the boards.

- recognition of women for outstanding achievements in various areas: the “María Josefa Marmolejo de Aldama” medal, awarded in the following categories: labour; state executive branch; state legislative branch; state judicial branch..

#### **GUERRERO - TOPIC: INCORPORATING GEP**

In keeping with international, national and state instruments, the State Programme for Gender Equity 2005-2011 was prepared, in coordination with social organizations, and includes a programme for institutionalizing the gender focus and social participation.

The period 2006-2010 saw a series of conferences, workshops and seminars to sensitize public officials at all levels of the State administration. As well, steps were taken to promote municipal women's institutions and to provide their heads with training and methodological documents.

In 2007 a system of statistics with a gender focus was designed and a statistical document on Women and Men in Guerrero was published, in coordination with INEGI. In that same year proposals were made to harmonize the state government's legal and administrative framework and a State Agreement on Equality between Women and Men was signed, ratified in 2009.

A project was developed in 2008 to strengthen capacities for implementing national legislation on gender equality and combating violence against women. Seminars on policies with a gender focus and the programming of public expenditure were held, and a draft of a results-based budget with a gender focus was prepared for fiscal years 2009 and 2010.

With support from the Federal Fund for Mainstreaming GEP, a study was conducted in 2007 of the Institutional Culture in the State Public Administration, and two research protocols were prepared on maternal deaths and heads of household. A GEP survey was conducted in the three branches of the state government and among opinion leaders and a scorecard was drawn up on GEP in municipal women's offices. In 2009, the Statistical Information System with GEP was restructured, a study on female heads of household was conducted, and the GEM was instituted in the education, public safety and finance sectors and in the Women's Department of Guerrero. In 2010, this support made it possible to pursue systematic institutionalization and mainstreaming of GEP promoted by the department.

#### **GUERRERO -TOPIC: POLITICAL PARTICIPATION**

Course *Mujeres Varias, Liderazgos Múltiples* 2007, 2008, 2009, to develop women's individual and social leadership through critical examination of gender and power relationships. The programme to promote women's political participation in Guerrero 2007, conducted by the Department of Women of Guerrero and the IFE, disseminated women's political rights.

#### **HIDALGO - TOPIC: INCORPORATING GEP**

During the period 2006 - 2010, the State Women's Institute (*Instituto Hidalguense de las Mujeres*) received funding from INDESOL through PAIMEF, to strengthen public policies sponsored by the Institute, in particular those conducted with institutions that are part of the State System to Prevent, Address, Punish and Eradicate Violence against Women in the State of Hidalgo.

That funding also made it possible to continue efforts at awareness raising and training for the general public and civil servants in the three spheres of government, to provide direct legal and psychological support to women or children in situations of violence, and to respond to requests from women in institutions of the academic world and civil society organizations.

In this way, these funds have helped to consolidate a trained work team, committed and innovative, that constitutes the essential human capital for giving continuity to the processes undertaken by the State Women's Institute; they have allowed the Institute to acquire a fleet of vehicles, computer and projection equipment, and furnishings. Overall, these elements have enhanced the Institute's capacity to respond to women's needs.

#### **JALISCO - TOPIC: TRAFFICKING IN PERSONS**

- The state Congress is examining the Act on Human Trafficking; the state is the seat of the Regional Committee against Trafficking in Persons.

- through the DIF, the State Women's Institute (*Instituto Jalisciense de las Mujeres, IJM*), the prosecutor's office (*Procuraduría General de Justicia*), and the Department of Health (*Secretaría de Salud*) are offering legal advice, psychological counselling, and work-health grants to women who engage in prostitution and have been victims of sexual exploitation. Several outreach campaigns have been conducted to encourage good treatment, including the elimination of gender stereotypes, the encouragement of family unity, and the respect of women's rights.

#### **JALISCO- TOPIC: INCORPORATING GEP**

In Jalisco, women's development and advancement relies on three basic laws: the *Instituto Jalisciense de las Mujeres Act*, the *State Act on Equality between Women and Men*, and the *Act on Women's Access to a Life Free of Violence*, from which flows the *State Programme to Prevent, Address and Eradicate Violence against Women 2009-2012*.

The human resources of the IJM were increased during this period, from 27 positions in 2006 to 39 in 2010, while its funding also rose: in 2006 it received 12.25 million pesos (US\$1.1 million) from the state budget, plus federal funding, for a total of 14.28 million pesos (US\$1.3 million) and in 2010 it received 18.93 million pesos (US\$1.4 million) from the state budget, plus federal funding, for a total of 27.69 million pesos (US\$2.1 million).

Under the Programme for Strengthening the Mainstreaming of GEP, sponsored by INMUJERES, several legislative harmonization projects have been carried out, such as preparation of a Single State Protocol for addressing gender violence and the Single Project for harmonizing state legislation with municipal legislation relating to the State Act on Women's Access to a Life Free of Violence and its regulations.

With respect to the enforcement of justice, an analysis of female inmates of the state prison system was conducted, and courses and seminars on human rights and the gender perspective have been held for prosecutors, judges and police officers, as well as staff of the state public administration, and training programmes and events have been offered dealing with sexual and reproductive health. A mobile module for providing care to female victims of violence was instituted, and a

diagnostic study was prepared on the "institutional culture in the state public administration".

#### **JALISCO- TOPIC: POLITICAL PARTICIPATION**

- GEM:2003 certification. Training for 774 persons (369 women) in 14 workshops. 11 state government bodies participated, including the Department of Labour and Social Welfare and Human Development, and private entities.
- Workshop on Social Participation and Community Leadership for Women with GEP, targeted at municipal women's institutes, state women's boards, and female leaders.
- Events under PFTPEG: Violence, Leadership and Citizen Participation to promote women's empowerment and influence in municipal decision-making; workshop on empowerment in the workplace within the departments of planning, administration and finance at the middle and operating levels, and diagnostic study of the institutional culture in the state public administration..
- 2007 radio campaign to raise awareness of equality in civic participation. State campaign of the IJM, Women's Participation Roundtable (*Mesa Participación de las Mujeres*). Workshop on Women's Political Leadership in the Local Realm targeted at members of the *Mesa Participación de las Mujeres*.
- signature of the Agreement to Encourage Women's Political Participation (17 October 2008-28 February 2013) to strengthen female leadership, comply with the COFIPE and promote the GEP agenda for political equity in participation and decision-making. Attended by the presidents of the state committees, political parties, executive of the IFE, coordinator of the *Mesa Participación de las Mujeres*, General Secretary of Government..
- presentation from the results of the analysis of the impact of the gender quota in the 2009 local elections: the IJM, IFE and *Mesa Participación de las Mujeres* participated.
- In 2009, update, application and evaluation of the Manual on Women's Political Participation for members of the women's support centres (under PFTPEG); manual for the workshop on Women's Social Participation and Community Leadership (under PAIMEF).
- 2010: signature of the support and cooperation agreement between the IJM and the local board of the IFE (in effect from 12 March 2010 to 28 February 2013); conference on "Breaking the glass ceiling: women's participation and representation in state congresses", dealing with gender quotas. The IJM, the IFE and the Gender Equity Committee of the State Congress participated.

#### **MORELOS - TEMA: INCORPORACIÓN DE LA GEP**

The State Women's Institute (*Instituto de la Mujer para el Estado de Morelos*) has been since 2009 a decentralized, specialized organ of the Department of Human and Social Development, with the objective, among others, of incorporating GEP into the state public administration.

Strengthening the Institute is closely tied to the increase in its financial and human resources, and reflects the commitment to achieving gender equity. The

state budget earmarked during the period 2006-2010 increased by more than 120%, from 4.3 million pesos in 2006 (US\$401,000) to 9.7 million pesos in 2010 (US\$759,000). As well, more than 50% of the institute's total spending comes from federal project funding.

#### **NAYARIT - TOPIC: INCORPORATING GEP**

The state budget for the State Women's Institute (*Instituto para la Mujer Nayarita*) in recent years has been gradually declining, despite a boost of 8% in 2008, and is now down by almost 10%.

Activities during the period 2006-2010 included a competition to propose amendments to the "epistle" of Melchor Ocampo (concerning marital law), for the benefit of the entire state population of 949,684 persons: 480,480 women and 469,204 men.

10,000 copies of the Prenuptial Agenda were published in order to inform future contracting parties about the matrimonial act and its legal consequences, as well as about the issue of family violence and its implications in the state of Nayarit.

Three seminars and two courses were held to provide awareness and training relating to gender and public policies, for state government personnel, as well as a training workshop for promoters of sexual and reproductive rights, involving a total of 507 participants (325 women and 128 men).

#### **NAYARIT - TOPIC: POLITICAL PARTICIPATION**

- Seminars: Under PFTPEG, seminars were held to promote women leaders in state politics; legislation with a gender perspective; municipal policies with a gender perspective; and educational courses for male and female public servants dealing with public policies and gender. A total of 507 persons participated (325 women, 182 men).

#### **NUEVO LEÓN - TOPIC: POLITICAL PARTICIPATION**

-Executive circular ordering non-discrimination and equal opportunity in personnel hiring for the state public administration, in force since 14 November 2007. As of August 2008 there were 28,535 employees: 11,361 women and 17,175 men.

- 2009. Publication of a research paper on strengthening and consolidating GEP in the state and municipal public administration (under PFTPEG), in three volumes: I. Legislative harmonization; II. Mainstreaming models III. Documentary memory.

- Awareness raising. Dialogue with female politicians, 2009 and 2010. 250 women attended in 2009 and 400 in 2010.

- pre-election activities in 2009: information meeting with the State Electoral Commission (CEE); publication of newspaper inserts with recommendations to the CEE .

- six-hour workshop on "breaking the glass ceiling"; female bloggers, 18 May 2010. 50 women participated, organized by the government of the state of Nuevo León and the State Women's Institute.

- 2008. Research project on power, women and leadership, and inclusive guide, publicly available at the state government website.

- Publications: 11 titles of the series "Women and Power" (1000 copies each) covering such topics as women and politics; women of the judiciary; women and justice; women in the public administration; constitutional freedom to decide. The decision to procreate: a proposal, 2009 (5000 copies); Citizen Participation Councils 2004-2009, published in 2009 (1000 copies), includes interviews with citizen councillors of the State Women's Institute and surveys experience and opinions about public policies with GEP pursued by that agency.

#### **PUEBLA - TOPIC: VIOLENCE AGAINST WOMEN**

- The Centre for the Protection of Female Victims of Violence (CEPROMUVIC) offers shelter with food, clothing, footwear, medical and psychological care, and legal advice and assistance. It also provides training workshops for employment and facilities for physical and recreational activities for women and their children

#### **PUEBLA - TOPIC: INCORPORATING GEP**

There was virtually no change in the level of state funding for the State Women's Institute over the period 2006-2010, except that in 2008 there was an increase of slightly more than 20%, to 15.5 million pesos (US\$1.2 million). However, funding granted through federal projects, which accounts for roughly 50% of total spending by the institute, showed annual increases during the period.

In order to fulfill international and national commitments with respect to planning with GEP, the State Development Plan 2005-2011 included for the first time a section on "women, strengthening their potential", under which a state programme for gender equality (*PROIGUALDAD 2008 – 2011*) was instituted. In addition, a state programme to prevent, address, punish and eradicate violence against women (*PROEVIM 2008 – 2011*) was created. The Gender Equity Subcommittee was established, in which the State Women's Institute plays an active role, and a PCI with GEP was created for the security and justice sector.

The state has also made significant progress with legal recognition of women's human rights. In February 2007 the Act on Women's Access to a Life Free of Violence was published and in 2008, pursuant to article 42 of that Act, the State System was established and its regulations approved. In 2009 a system was designed for providing input to the State Information Centre on cases of violence against women.

In August 2008, the Act on Equality between Women and Men in the State of Puebla was published, and its State System was inaugurated in February 2009.

#### **PUEBLA - TOPIC: POLITICAL PARTICIPATION**

- GEM:2003 certification. Between 2006 and 2009, more than 40 state departments and agencies were certified. The effort is continuing.

- 50 training workshops on empowerment and self-esteem (under PAIMEF) benefited 1,645 women and 84 men from 14 auxiliary councils, two inspectorates, six housing units and six low-income housing settlements..

- Under PFTPEG, a state forum on the situation of men and women in the municipios was held, aimed at elected municipal presidents; a diagnosis was made

of institutional culture with GEP in the municipal government of Puebla, as input for a Institutional Culture Programme with GEP.

#### **PUEBLA - TOPIC: TRAFFICKING IN PERSONS**

- publication of an analysis of the results from the 2006 national survey of the dynamics of household relations, violence in non-marital sexual relationships, which provided information on female prostitution; the State Prosecutor's Office (*Procuraduría General de Justicia del Estado*) has data on procuring, disaggregated by age, sex and municipio.

#### **QUINTANA ROO - TOPIC: INCORPORATING GEP**

State funding for the State Women's Institute (IQM) rose by 61.77% from 22.4 million pesos in 2006 (US\$2 million) to 34.2 million pesos (US\$2.6 million) in 2010. The IQM also receives federal funding from INDESOL and INMUJERES as well as resources for productive projects. Its payroll has increased from 114 to 149 persons.

Developments on the legal and administrative front include the new act governing the IQM, which gives it 56 attributes (2008); the Act on Women's Access to a Life Free of Violence (2007) and its regulations (2009); the Act for Equality between Women and Men (2009) and its regulations (2010); the State Pact for Equality and No Violence against Women (2009); the State Programme for Equality between Women and Men, PROIGUALQROO, (2009), designed to promote the integral development of the women of Quintana Roo, by eliminating all forms of discrimination for reasons of gender and to guarantee equal opportunities for women to exercise their human and social rights in full.

The IQM is part of the "legal cabinet", the body responsible for coordinating and monitoring the Gender Equity Segment of the State Development Plan 2005-2011. To this end, it serves as general coordinator of the institutional subcommittee for gender equity of the State Development Planning Committee, which covers 23 departments, agencies and entities of the federal and state public administration..

#### **QUINTANA ROO - TOPIC: POLITICAL PARTICIPATION**

- Under PFTPEG, a female leadership training seminar was held to develop women's leadership skills and encourage their participation in elected offices and decision-making positions. 23 women also took part in a workshop entitled "Image and Leadership".

#### **QUINTANA ROO - TOPIC: TRAFFICKING IN PERSONS**

- The State DIF system has sponsored a number of campaigns against child sexual tourism.

#### **SAN LUIS POTOSÍ - TOPIC: INCORPORATING GEP**

State government funding increased by 2.62% between 2006 and 2010, while the payroll remained stable.

There were no changes to the law governing the State Women's Institute of San Luis Potosí (IMES). However, its attributes have been increased with passage of the State Act on Women's Access to a Life Free of Violence and the State Act on Equality between Women and Men.



IMES has been working to raise awareness of the importance of public policies with a gender focus, and in 2009 it delivered a report on the diagnoses it had produced on the status of women in the state of San Luis Potosí and on the living conditions of indigenous women in six selected municipios of the state. In 2010 it began work with other agencies such as the State Coordination Office for Indigenous Peoples to address some of the problems identified in the diagnoses.

#### **SAN LUIS POTOSÍ - TOPIC: POLITICAL PARTICIPATION**

- under PFTPEG, IMES made plans to address the issue of political participation in 2010. It is considering three specific measures: to prepare a work plan for the Political Observatory through working sessions with members of the observatory's interagency committee; to prepare an action plan for monitoring the observatory's work by female municipal employees, trustees and councillors; and to develop GEP and political leadership capacities for 40 women through a diploma-granting training course..

#### **SAN LUIS POTOSÍ - TOPIC: TRAFFICKING IN PERSONS**

- The State Population Council prepared a manual for the prevention of trafficking in persons, as guidance to public servants in combating this crime.

#### **SINALOA - TOPIC: VIOLENCE AND DISCRIMINATION**

On 14 September 2007, by decree 5/2007, the State Prosecutor's Office of Sinaloa created a special agency for the investigation and prosecution of female homicides. Through this mechanism cases involving female victims receive personalized and specialized attention in preliminary inquiries and swifter and more expeditious enforcement of justice. From 2007 to 2010, there were 220 female homicides in the state of Sinaloa; 268 preliminary inquiries were opened, and 106 of these were resolved.

#### **SINALOA - TOPIC: INCORPORATING GEP**

Since 2005 the state budget for the State Women's Institute (*Instituto Sinaloense de las Mujeres*) has risen by approximately 75%, from 6.8 million pesos (US\$620,000) to 11.3 million pesos (US\$885,000) in 2010. These state funds have been reinforced with federal support through the funds operated by INMUJERES and INDESOL, which represent roughly 50% of the institute's total resources.

The Budget Act of the State of Sinaloa was reformed for fiscal year 2009, requiring departments and entities to promote equality between women and men, and the eradication of gender violence and roles and stereotypes that encourage any form of discrimination. The Equity and Gender Committee of the State Congress, in coordination with the State Women's Institute, will work with departments and entities on the contents of these programmes..

#### **SINALOA- TOPIC: TRAFFICKING IN PERSONS**

The state has specialized agencies dealing with sexual crimes and family violence. It has a law on the protection of victims of crimes, and a temporary shelter for those victims

### VERACRUZ - TOPIC: INCORPORATING GEP

The State Women's Institute (*Instituto Veracruzano de las Mujeres*), formerly the State Women's Programme (*Programa Estatal de las Mujeres –PROEM*), is a decentralized public agency created in January 2007. In the three years of its existence, it has undergone important development. Its state-funded budget has increased each year, from a starting level of 10 million pesos (US\$916,000) to its current level of 15.4 million pesos (US\$1.2 million), for a total increase of 55%. To these resources must be added federal funding through INDESOL, INMUJERES and CDI. In 2010, the institute has a total budget of nearly 20 million pesos (US\$2.1 million).

Recent legislation includes publication of the Act on Women's Access to a Life Free of Violence in Parentheses 2008) and the Act on Equality between Women and Men (2009) and their respective systems (2008 and 2009), the regulations to the State Act on Access and the reform to the Criminal Code to harmonize it with that Act (2010).

Pursuant to the State Act on Access, in 2008 the Institute created the State Database on Cases of Violence against Women. It currently has information processed by the Institute and by the Public Safety Department.

In 2009, the state Finance and Planning Department set aside funding for actions to promote the advancement of women, thereby setting a precedent for public budgets with a gender focus in the short or medium term for the state public administration. As well, it designated a budget for the gender units, created in 2010, distributed among 14 departments, three directorates, and a portion for the state executive..

### VERACRUZ - TOPIC: POLITICAL PARTICIPATION

- Under PAIMEF. State Network of Women Leaders, 2007, in various municipios.
- Female Legal Promoters project, involving female leaders of political parties. The project promotes greater female participation in various municipal areas.
- amendment of two police and government edicts (*Bandos*) of the municipal governments of Huatusco and Antigua
- three workshops and a forum with female mayors, trustees and councillors identified obstacles to full political participation in the municipal and state spheres..
- meetings of responsible government officials with political and social organizations to facilitate the identification of problems and areas of interest for women and men alike

### VERACRUZ - TOPIC: TRAFFICKING IN PERSONS

- A number of steps have been taken to prevent and address prostitution, pornography, trafficking in persons and sexual tourism, primarily through the state DIF system. In 2007 a study was conducted to determine the characteristics and factors of child prostitution in the State of Veracruz.

### ZACATECAS - TOPIC: INCORPORATING GEP

In May 2008 the State of Zacatecas published the Act for Equality between Women and Men. Regulations have been issued for the State Act on Women's Access to a Life Free of Violence, in force since 2006. Among other measures, it calls for sensitizing state public officials, paying special attention to discriminatory and violent circumstances in the workplace. Legislation has been harmonized accordingly, allowing for a specific measures to address women's vulnerability in the face of discrimination..

The Zacatecas State Development Plan 2005-2010 requires public officials at all levels to perform their duties with full respect for the principles of gender equality and equity, with the presumption that GEP will be mainstreamed throughout institutional management..

The state government's gender equality and equity policy makes it mandatory to implement, develop, improve and verify mechanisms to ensure that the interests and needs of women and men are reflected in government policies and programmes, and to eliminate any form of discrimination, to ensure equality of access to opportunities for women and men, and to avoid any form of gender violence, within entities and agencies and their scope of operation. These activities are coordinated by the State Women's Institute (*Instituto de la Mujer Zacatecana* – INMUZA), and the tool of choice is the GEM, under which 31 agencies and entities have been certified.

## XIV. Gender Equity Programme of the Federal Judiciary

The process of institutionalizing GEP in the Federal Judiciary (PJF) began at the end of 2007, the year in which the Federal Judiciary Council (CJF) created the Gender Equity Commission. In January 2008, the National Supreme Court of Justice (SCJN) created the Gender Equity Commission and, in February 2010, the Federal Elections Tribunal (*Tribunal Electoral del Poder Judicial de la Federación*, TEPJF) approved establishment of the Regular Committee on Gender Equity.

To coordinate work on gender equity, the General Coordinating Office for the Gender Equity Programme of the PJF was created in October 2008.

Since 2008 annual work plans have been prepared, comprising five general programmes – training, research, alliances, dissemination and evaluation – relating to the objective of awareness raising and training in GEP for persons performing judicial functions in the PJF and for mainstreaming GEP in the institutional life of PJF bodies.

### Activities during the period 2008-2010

*Training.* Since the programme was created, training has been provided in various formats and methodologies. These activities have contributed to raising awareness and have provided theoretical and practical tools relating to human rights and gender for judicial and administrative personnel of the PJF. Noteworthy are the five regional forums on "Justice and Gender", the "Gender Equity Course" given at the Universidad Pompeu Fabra of Barcelona, the "Master's Course in Human Rights, Dispensing of Justice and Gender", and the "First Virtual Degree Course in Legal Foundations and Application of International Standards of Human Rights and

Gender Perspective". All these activities are targeted at judicial personnel. As well, workshops are held in the SCJN and the CJF on preventing, investigating and punishing cases of occupational and sexual harassment.

*Research.* Qualitative and quantitative research has been conducted in the three bodies of the PJF, yielding information for planning the introduction of GEP in administrative activities and working to sensitize judicial personnel of the PJF.

As part of its joint work with the Mexican Association of Judges and Magistrates, the General Coordination Office is negotiating adoption of a Pact to Introduce the Gender Perspective in Bodies for the Dispensing of Justice in Mexico, which lays the conceptual basis for gender and justice, defines the strategy and measures for introducing GEP in the courtroom, and for institutionalizing and mainstreaming that perspective, and establishes a mechanism for monitoring and evaluating the commitments assumed.

The proposed research projects such as the jurimetric analysis of judgments, the analysis of theses and jurisprudence of the Ninth Epoch of the SCJN from the gender perspective, the study of obstacles facing female candidates in the 2009 federal elections, the update of the book on "Women's Human Rights: Standards, Interpretation and International Jurisprudence" in conjunction with UNIFEM, UNHCHR and the Ministry of Foreign Relations (SRE), the compiling of essays on judicial protection of women's political and electoral rights in Mexico, the publication on gender equity and electoral rights in Mexico, and the published series on "Law, Gender and Justice", are all intended to promote academic and juridical debate in the PJF.

*Dissemination.* A significant project, in terms of public outreach, has been the mini-site [www.equidad.scjn.gob.mx](http://www.equidad.scjn.gob.mx), designed to serve as a reliable consultation tool and information source on gender and justice issues. It has received more than 54,000 visits since it was created in September 2009. As well, the web sites of CJF (<http://portalconsejo/PortalEquidadGenero/>) and TEPJF (<http://genero.te.gob.mx/>) contain information on their activities, training videos and links to the most important national and international rules and regulations in this area.

The weekly radio programme "*En la Balanza... Voces de la Corte*" ("Weighed in the balance – voices of the Court") carries information capsules in its "Equity and Justice" segment. There is also a monthly bulletin, "Gender and Justice", with articles on the philosophy of law and political theory as they relate to democracy and gender studies.

The competition for essays, reporting and documentaries on "Gender and Justice" was launched to promote analysis and debate among lawyers and academics on women's human rights and to develop innovative tools for awareness raising and training among officials of the PJF and the general public, and to encourage research and dissemination of issues relating to gender and Justice.

*Alliances.* The Gender Equity Programme has created strategic partnerships with other government branches and agencies, in particular the Equity and Gender Committee of the Chamber of Deputies, INMUJERES, CONAPRED, CONAVIM and the Human Rights Unit of SEGOB. The programme has also forged ties with international agencies, academic bodies and civil society organizations.

*Evaluation.* Performance indicators are currently in hand, and work is continuing on impact indicators.

*Challenges.* The greatest challenge facing the Gender Equity Programme is to institutionalize GEP in the judicial and administrative realm of the SCJN, the CJF and the TEPJF. It will take work to ensure that all the activities of these bodies are planned in accordance with GEP. They must also adopt an effective system for preventing occupational and sexual harassment.

The incorporation of GEP and gender and human rights issues into training programmes of the judiciary schools and continuous training centres is an ideal way of obtaining results. Important goals for the next few years include arousing greater interest among employees and providing them with information and research on the topics under debate with respect to legal foundations and access to justice without discrimination.

Lastly, one of the main challenges in the Gender Equity Programme of the PJF is to transmit and share its experience in institutionalizing GEP with the state courts of justice.

### **Noteworthy activities under the Gender Equity Programme of the PJF**

#### **National Supreme Court of Justice (SCJN)**

First virtual degree course, "*Legal Foundation and Application of International Standards of Human Rights and Gender Perspective*". This course seeks to give judicial personnel the methodological and practical tools needed to incorporate GEP and international standards into the legal foundations underlying judgments.

"*Protocol of good practices for the investigation and settlement of cases of occupational and sexual harassment in the SCJN*". Its objectives are to serve as a preventive mechanism, to provide legal security for the parties involved, to facilitate settlement of such disputes in a gender-sensitive manner, and to foster working environments free of violence and discrimination.

Cycle of "*Contemporary debates: gender and human rights*". These roundtables discuss legal dilemmas addressed from the GEP viewpoint, fostering dialogue with the academic world to improve the dispensing of justice and promoting participation by the SCJN in legal debates concerning gender studies. Topics discussed include: the relevance of military justice system for deciding cases involving violations of women's human rights, the constitutionality of protection orders, the legal challenges of sex reassignment, and freedom of expression and its potential conflict with women's rights to personal integrity and non-discrimination.

"*Analytical forums organized by the Gender Equity Programme of the PJF and the SCJN*". These forums examine the implications for the dispensing of justice in Mexico of rulings by regional and international courts. They have also examined the CEDAW Convention, in connection with its 30th anniversary, highlighting Mexico's participation in constructing and adopting that international instrument and, in particular, its nature as a binding instrument in domestic law.

Study-workshops on "*Legal Foundations with GEP I and II*" have provided analytical tools for addressing the legal phenomenon of GEP, and the "*Forum on GEP and relevant judicial criteria*", held in June 2010, through the Directorate of

Gender Equity and "Women's Link Worldwide", identified and analyzed relevant legal criteria and lines of argument applicable in the settlement of judicial matters in Mexico.

#### **Federal Judicial Council (CJF)**

*Training.* Since 2006 the CJF has sponsored 58 events of various kinds that have addressed issues involved in the application of international treaties, gender violence and discrimination. Those events were targeted at public servants of the PJJ, and provided training for 3,475 participants

*Master's Course in Human Rights, Dispensing of Justice and Gender,* offered in collaboration with the Universidad Nacional Autónoma de México (UNAM). Initiated in 2009, it is intended to provide technical instruments for applying gender analysis in the dispensing of justice.

*Project: "Prospective jurimetric analysis of the impact of public policies for the protection of women's human rights."* Since 2009, 695 court judgments have been reviewed and analyzed.

#### **Federal Elections Tribunal (TEPJF)**

For activities of the TEPJF, see General Annex 1 D on the promotion of women's political participation in the Federal Public Administration, the Judiciary and Deconcentrated Bodies.

<i>Recommendations</i>	<i>Implementation status</i>
7. While recalling the State party's obligation to systematically and continuously implement all the provisions of the Convention, the Committee views the concerns and recommendations identified in the present concluding comments as requiring the State party's priority attention between now and the submission of the next periodic report. Consequently, the Committee calls upon the State party to focus on those areas in its implementation activities and to report on action taken and results achieved in its next periodic report. It calls on the State party to submit the present concluding comments to all relevant ministries and to parliament so as to ensure their full implementation.	Attention and dissemination <ul style="list-style-type: none"> <li>• Paragraphs 218- 222</li> </ul>
9. The Committee urges the State party to give high priority to the harmonization of legislation and regulations with the Convention at the federal, state and municipal levels, including by revising existing discriminatory provisions, so as to ensure that all legislation is in full compliance with article 2 and other relevant provisions of the Convention. The Committee calls on the State party to put in place an effective mechanism to ensure and monitor this harmonization process. It recommends that the State party undertake measures to raise awareness about the Convention and the Committee's general recommendations aimed, inter alia, at parliamentarians, government officials, the judiciary and the legal profession at the federal, state and municipal levels.	Legislative harmonization <ul style="list-style-type: none"> <li>• Articles 1 and 2, Paragraphs: 6-11</li> <li>• Annex 1.2</li> </ul> awareness raising <ul style="list-style-type: none"> <li>• Paragraphs 218-222</li> </ul>
11. The Committee calls on the State party to put in place coordination and monitoring mechanisms to ensure the effective harmonization and implementation of gender equality programmes and policies, as well as enforcement of the General Act on Equality between Women and Men at the	Coordination mechanisms and CNDH <ul style="list-style-type: none"> <li>• Articles 1 and 2, Paragraph: 12</li> </ul>

Recommendations	Implementation status
<p>federal, state and municipal levels. The Committee recommends that the State party ensure that the National Commission on Human Rights is provided with the necessary financial resources.</p>	
<p>13. The Committee urges the State party to accelerate the adoption of amendments and of pending draft legislation, with concrete timetables. The Committee recommends that the State party put in place an effective strategy with clear priorities to guarantee continuity of efforts aimed at ensuring respect for the enjoyment by women of their human rights.</p>	<p>Schedule for approval of legislation. Strategy for continuity of efforts.</p> <ul style="list-style-type: none"> <li>• Articles 1 and 2, Paragraph: 14</li> <li>• Article 11</li> <li>• Article 14</li> </ul>
<p>15. In the light of its general recommendation 19, the Committee urges the State party to take without delay all necessary measures to eliminate violence against women by any person, organization or enterprise, as well as violence committed by, or resulting from, actions or omissions by State agents, at all levels. The Committee urges the State party to accelerate the adoption of the amendment of the Penal Code to define the specific crime of femicide, and to proceed with the speedy adoption of the proposed General Act on Access of Women to a Life without Violence. It recommends that the State party implement a comprehensive strategy that includes prevention efforts involving the media and public education programmes aimed at changing social, cultural and traditional attitudes that are root causes of, and perpetuate, violence against women. It calls on the State party to enhance victims' access to justice and ensure that effective punishment of perpetrators is consistently imposed and that victims can benefit from protection programmes. The Committee requests the State party to put in place effective monitoring mechanisms and to assess regularly the impact of all its strategies and measures taken. It further calls on the State party to guarantee that the Special Prosecutor for Offences related to Acts of Violence against Women has the required authority, as well as the necessary human and financial resources, to empower her to effectively fulfil her mandate in an independent and impartial manner. The Committee requests the State party to ensure that the Special Prosecutor is given jurisdiction over the case of crimes in San Salvador Atenco so as to ensure the prosecution and punishment of perpetrators. It recommends that the State party provide the necessary economic, social and psychological assistance to the victims of these crimes.</p>	<p>Eliminate violence, criminalization of femicide, (<i>feminicidio</i>/"femicide") prevention, access to justice, monitoring mechanism, strengthening of the special prosecutor's office, and the Atenco case.</p> <ul style="list-style-type: none"> <li>• Articles 1 and 2: Paragraphs 15-37</li> <li>• Article 5: Paragraphs 59-72</li> <li>• Article 6</li> <li>• Annexes 1.3 to 1.7</li> <li>• General Annex 2</li> </ul>
<p>17. The Committee reiterates its recommendations made to the State party in relation to its inquiry undertaken under article 8 of the Optional Protocol (CEDAW/C/2005/OP.8/MEXICO) and urges the State party to strengthen efforts to implement them fully. It requests the State party to establish concrete monitoring mechanisms to systematically assess progress in the implementation of those recommendations and, in particular, progress in efforts aimed at the prevention of such crimes.</p>	<p>Ciudad Juárez. Monitoring mechanism</p> <ul style="list-style-type: none"> <li>• Paragraphs 203-217</li> </ul>

<i>Recommendations</i>	<i>Implementation status</i>
<p>19. The Committee requests the State party to take note that the terms “equity” and “equality” convey different messages, and their simultaneous use can lead to conceptual confusion. The Convention is directed towards eliminating discrimination against women and ensuring de jure and de facto (formal and substantive) equality between women and men. The Committee recommends the State party to consistently use the term “equality” in its plans and programmes.</p>	<p>Term “equality”</p> <ul style="list-style-type: none"> <li>• Articles 1 and 2: Paragraphs 2-5 and 9</li> </ul>
<p>21. The Committee urges the State party to put in place an effective strategy for mainstreaming gender perspectives into all national plans and to strengthen the linkages between the national plans for development and poverty eradication and the National Programme for Equality of Opportunities and Non-Discrimination against Women with a view to ensuring the effective implementation of all the provisions of the Convention. The Committee requests the State party to include information about the effects of macroeconomic policies, including the regional trade agreements, on women, particularly on women living in rural areas and employed in agricultural activities, in its next periodic report.</p>	<p>GEP in national plans</p> <ul style="list-style-type: none"> <li>• Article 14, Paragraph 172</li> </ul> <p>Links between plans and poverty eradication</p> <ul style="list-style-type: none"> <li>• Article 14 Paragraphs 172-174</li> </ul> <p>Effect of macroeconomic policies on women</p> <ul style="list-style-type: none"> <li>• Article 14: Paragraph 175 and Annex 14.2</li> </ul>
<p>23. The Committee recommends that the State party, in its policies and programmes, clearly distinguish between general social and economic policies and programmes that benefit women and temporary special measures under article 4, paragraph 1, of the Convention, which are necessary to accelerate the achievement of substantive equality for women in various areas, as clarified by the Committee in its general recommendation 25. It also encourages the State party to strengthen the application of temporary special measures to accelerate substantive equality between women and men.</p>	<p>Special measures of a temporary nature</p> <ul style="list-style-type: none"> <li>• Article 4: Paragraphs 54-58</li> </ul>
<p>25. The Committee urges the State party to intensify its efforts to combat trafficking in women and girls, including through the speedy adoption of the bill to prevent and punish human trafficking and the establishment of a concrete timetable for the harmonization of laws at the State level to criminalize trafficking in line with relevant international instruments. It urges the State party to study the phenomenon of internal trafficking, including its scope, causes, consequences and purposes, and systematically compile information with a view to formulating a comprehensive strategy that includes measures of prevention, prosecution and punishment of offenders, as well as measures to rehabilitate victims and reintegrate them into society. It also recommends that the State party conduct nationwide awareness-raising campaigns on the risks and consequences of trafficking targeted at women and girls, and train law enforcement, migration and border police officials on the causes, consequences and incidence of trafficking in women and girls and different forms of exploitation. It urges the State party to carefully monitor the impact of measures taken and provide information on the results achieved in its next periodic report.</p>	<p>Combating the trafficking of women and girls; criminalization; studies, integral strategy; awareness raising campaigns; training for officials and impact monitoring.</p> <ul style="list-style-type: none"> <li>• Article 6: Paragraphs 74-91</li> <li>• Annexes 6.1 al 6.4</li> <li>• General Annex 1.C</li> <li>• General Annex 2</li> </ul>



Recommendations	Implementation status
<p>27. The Committee urges the State party to take all appropriate measures, including the adoption and implementation of a comprehensive plan to suppress the exploitation of prostitution of women and girls, child pornography and child prostitution, through, inter alia, the strengthening of prevention measures, discouraging the demand for prostitution and taking measures to rehabilitate victims of exploitation. The Committee requests the State party to include in its next periodic report a comprehensive assessment of the extent of prostitution and its root causes. Such information should be disaggregated by age and geographical areas, and also include information on the impact of measures taken and of results achieved.</p>	<p>Suppressing the exploitation of prostitution. Information on prostitution and the impact of measures taken.</p> <ul style="list-style-type: none"> <li>• Article 6: Paragraphs 92-96</li> <li>• Annex 6.3</li> </ul>
<p>29. The Committee recommends that the State party strengthen measures to increase the number of women in decision-making positions at all levels and in all areas, in the light of its general recommendation 23, on women in political and public life. It also recommends that the State party introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and general recommendation 25, to accelerate efforts to promote women to positions of leadership, including in the foreign service.</p>	<p>Participation in decision-making</p> <ul style="list-style-type: none"> <li>• Article 4: Paragraph 58</li> <li>• Article 7: Paragraphs 97, 100- 108</li> <li>• Article 8: Paragraphs 112-117</li> <li>• Annexes:7.1 to 7.6, 8.1 and 8.2, General 1.D, General 2.</li> </ul>
<p>31. The Committee calls upon the State party to bring its labour legislation fully into compliance with article 11 of the Convention and to accelerate the adoption of the amendment of the Federal Labour Act to eliminate the pregnancy-test requirements. It urges the State party to strengthen the work of the general labour inspection directorate so that the working conditions of women are effectively monitored, violators of the rights of women in the <i>maquiladora</i> industries are punished and women workers' access to justice is enhanced. It recommends that the State party include information about the impact of measures taken and results achieved in its next report.</p>	<p>Harmonization of labour legislation with the Convention.</p> <p>Strengthening the DG of labour inspection.</p> <ul style="list-style-type: none"> <li>• Article 11: Paragraph 139-142</li> <li>• Annex 11.1</li> </ul>
<p>33. The Committee urges the State party to expand the coverage of health services, including reproductive health care and family planning services, and to address the obstacles that prevent women from having access to such services. The Committee also recommends that sex education be widely promoted and provided, targeting men and women and adolescent boys and girls. The Committee requests the State party to harmonize legislation pertaining to abortion at the federal and state levels. The Committee urges the State party to implement a comprehensive strategy which should include the provision of effective access to safe abortion in situations provided for under the law and a wide range of contraceptive measures, including emergency contraception, measures to raise awareness about the risks of unsafe abortions and nationwide sensitization campaigns about women's human rights, targeting in particular health personnel, as well as the general public.</p>	<p>Coverage</p> <ul style="list-style-type: none"> <li>• Article 12, Paragraphs 151-155</li> <li>• Annex 37</li> <li>• Article 14, Paragraphs 180-185</li> </ul> <p>Reproductive health</p> <ul style="list-style-type: none"> <li>• Article 12, Paragraphs 155-157, 161- 162</li> </ul> <p>Family planning and contraception</p> <ul style="list-style-type: none"> <li>• Article 12, Paragraphs 152, 158, 159, 161</li> </ul>

<i>Recommendations</i>	<i>Implementation status</i>
	<p>Sexual education</p> <ul style="list-style-type: none"> <li>• Article 12, Paragraphs 161-162</li> <li>• Article 14, Paragraph 182</li> </ul> <p>Harmonization of abortion law. Guaranteed legal and safe abortion.</p> <ul style="list-style-type: none"> <li>• Article 12, Paragraph 160 and Annex 12.2</li> </ul> <p>Awareness campaigns</p> <ul style="list-style-type: none"> <li>• Article 12, Paragraph 163</li> </ul>
<p>35. The Committee urges the State party to ensure that all poverty eradication policies and programmes explicitly address the structural nature and various dimensions of poverty and discrimination that indigenous and rural women face. It recommends that the State party use temporary special measures to address the disparities that indigenous and rural women face with regard to access to basic social services, including education and health, and participation in decision-making processes. The Committee requests the State party to include in its next periodic report comprehensive information on the measures taken and their impact, accompanied by data disaggregated by urban and rural areas, by states and by indigenous populations.</p>	<p>Poverty eradication, rural and indigenous women, access to basic social services</p> <ul style="list-style-type: none"> <li>• Article 14, Paragraphs 172-179</li> </ul> <p>Health</p> <ul style="list-style-type: none"> <li>• Paragraphs 180-185</li> </ul> <p>Education</p> <ul style="list-style-type: none"> <li>• Paragraph 186</li> </ul>
<p>37. The Committee requests the State party to strengthen the analysis of, and use the available data to determine trends over time, results and the impact of, programmes, plans and policies at all levels and to ensure that data disaggregated by states, rural and urban areas and indigenous groups and the analysis of such data are included in its next periodic report.</p>	<p>Data analysis for measuring results and impact</p> <ul style="list-style-type: none"> <li>• Article 10, Paragraph 127</li> <li>• Article 14, Paragraphs 174, 179, 185</li> <li>• Tabular annexes to the Articles, esp. Annex to Recommendation 37</li> <li>• Paragraphs 223 and 224</li> </ul>
<p>38. The Committee urges the State party to utilize fully, in its implementation of its obligations under the Convention, the Beijing Declaration and Platform for Action, which reinforce the provisions of the Convention, and requests the State party to include information thereon in its next periodic report.</p>	<ul style="list-style-type: none"> <li>• Paragraph 225 and table</li> </ul>

<i>Recommendations</i>	<i>Implementation status</i>
<p>39. The Committee emphasizes that the full and effective implementation of the Convention is indispensable for achieving the Millennium Development Goals. It calls for the integration of a gender perspective and explicit reflection of the provisions of the Convention in all efforts aimed at the achievement of the Goals and requests the State party to include information thereon in its next periodic report.</p>	<ul style="list-style-type: none"> <li>• Paragraph 226 and table</li> </ul>
<p>41. The Committee requests the wide dissemination in Mexico of the present concluding comments in order to make the people, including government officials, politicians, parliamentarians and women's and human rights organizations, aware of the steps that have been taken to ensure de jure and de facto equality of women, as well as the further steps that are required in that regard. It requests the State party to continue to disseminate widely, in particular to women's and human rights organizations, the Convention, its Optional Protocol, the Committee's general recommendations, the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly, entitled "Women 2000: gender equality, development and peace for the twenty-first century".</p>	<p>Dissemination</p> <ul style="list-style-type: none"> <li>• Paragraphs 218- 222</li> </ul>