

Joint SDG Fund
PORTOFOLIO ON INTEGRATED POLICY AND LNOB

Joint Programme 2021 Annual Progress Report

Cover page

Country: Mexico

Joint Programme title: Closing gaps: making social protection work for women in Mexico

Short title: Closing gaps

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RC (name): Peter Ghrohmann

Government Joint Programme Focal Point (name and ministry/agency): Alfredo González , Director of the 2030 Agenda Office, Secretariat of Economy

Representative of Lead PUNO (name and agency): Pedro Américo Furtado de Oliveira, International Labour Organization (ILO)

List of PUNOs: ILO/UN Women/FAO

RCO Main JP Focal Point (name): Priscilla Miranda **E-mail:** priscilla.miranda@un.org

Lead Agency Main JP Focal Point (name): Paula Álvarez Reparaz **E-mail:** alvarezp@ilo.org

Contact person for Joint Communications (name): Daniela Rangel **E-mail:** daniela.rangel@unwomen.org

Budget (Joint SDG Fund contribution): **2,000,000**

Overall budget (with co-funding): 2,400,408

Total estimated expenditure (in USD, for the whole JP by 31 Dec 2021): **\$1,417,649**

Total estimated commitments (in USD, for the whole JP by 31 Dec 2021): **\$207,634**

Budget (Joint SDG Fund contribution): USD\$ 2,000,000.00

Overall budget (with co-funding): USD\$ 2,400,408.00

Annual Financial Delivery Rate (= Total JP expenditures / transferred funds x 100%):

(USD\$495,837.00 / USD\$ 949,483.00)*100=**70.88%**

Rate of Committed Funding (= Total JP commitments / transferred funds x 100%):

(USD\$401,460.00 / USD\$ 949,483.00)*100=**10.38%**

Short description of the Joint Programme :

The overall purpose of the joint programme (JP) is to increase Mexican women's access to social protection, particularly those in domestic work and temporary agricultural work at national level, and with a special focus in the states of Chiapas, Jalisco, Mexico City, Oaxaca and the State of Mexico. The JP aims to improve the legal and policy framework, in order to extend social protection coverage for women especially for those in vulnerable situations, and increase the knowledge and commitment of key stakeholders who can contribute to change the current social protection conditions.

Executive summary

During 2020-2021, the JP contributed to increasing the coverage of social protection for women in Mexico in three main areas:

Social protection for domestic workers:

Accompaniment was provided for the formal deposit of ILO's Convention 189 by the Secretary of Labour and Social Welfare of Mexico (STPS by its acronym in Spanish) before the ILO's Director General, in July 2020. Technical support has been

provided to the Social Security Mexican Institute (IMSS for its acronym in Spanish) to improve the regulatory framework of the domestic workers insurance pilot test, contributing to the establishment of its new operation rules, and for which a technical study was jointly launched by the IMSS and the ILO, which gathered the perspectives of several JP stakeholders, and formulated recommendations for the mandatory regime upon them. Six diagnoses on the barriers to the formalization of domestic workers in Chiapas, Jalisco, Edomex, Oaxaca and Mexico City, a report on labor inspection, a care manual and a guide on occupational health and safety for domestic workers have been carried out and are being launched, presented and published. Twelve members of JP stakeholder organizations received training on social protection, care and gender, a training program has been carried out for domestic workers in Mexico City on technical skills and occupational health and safety, and 30 civil servants have been trained in labor inspection. Grants have been awarded to the National Union of Domestic Workers (SINACTRAHO) and the Support and Training Center for Domestic Workers (CACEH), respectively, for capacity building of workers' unions and the promotion of job skills and empowerment. A group of specialists from the International Labour Organization is preparing a technical analysis of the compulsory social security initiative for domestic workers, with the aim of, as deemed appropriate, enriching this initiative in order to comply with ILO Convention 189, at the request of the Labour and Social Security Commission of the Senate of the Republic. A communication campaign has been developed to raise awareness on domestic workers' rights in partnership with Mexican institutions, NGO's and domestic worker's organizations and unions. It will be implemented in 2022.

National Care Policy

The JP provided technical assistance and inputs that contributed to the debate on the constitutional reform for the creation of a National Care System, based on the principle of co-responsibility which was approved by the Chamber of Deputies and currently in discussion in the Senate, and the development of a National Care System Law initiative presented in the Senate which is currently under revision. UN Women contributed to this normative work in the country by providing technical advice and advocacy to the Legislative regarding international experiences in care legislation and construction of national care systems. In addition, support was provided for the design of a National Care System through a comprehensive approach that included: 1) Partnership building: expanding engagement with the Executive (INMUJERES, Secretary of Finance, Secretary of Development), the Legislative, and local authorities; the academia and civil society and other UN partners (ECLAC), 2) Knowledge generation: a strategy was defined to undertake critical studies to influence decision making, 3) Policy dialogue: continued policy dialogue was fostered, informed by the evidence generated with the Executive and Legislative, 4) Catalytic programming: a pilot project in Iztapalapa, Mexico City on care services for children, 5) Advocacy: intense and impactful communications strategy, policy briefs and media outreach on the relevance of the issue, 6) Capacity Strengthening: trainings and workshops targeting government officials on care work and economic empowerment, and courses to professionalize care and development of girls and boys and care of the elderly, from a gender and human rights perspective

Social protection for women temporary agricultural workers:

The actions were focused on the creation of two strategies and two action plans for social protection for temporary agricultural workers at a subnational level, one in Oaxaca and the other one in Jalisco. This was possible due to the follow-up of the social protection for women temporary agricultural workers mechanisms at the subnational level established in 2020 by the JP. The two strategies and two action plans were based in the two Situational Assessment of women temporary agricultural workers in Oaxaca and Jalisco, developed in 2020 by the JP, and propose a 5 year work plan with defined actions for institutions involved in the social protection, specifically in labor, health, education, gender and interculturality; including private and public sector, with the guidance and accompaniment of civil society organizations and academia. As a result of the work done by the intersectoral round-table mechanisms for social protection for women temporary agricultural workers, two pacts were signed: the *interstate collaboration pact in favor of the human rights of migrant agricultural workers from Oaxaca who transit and arrive in the state of Jalisco*, a basis that aims to include more subnational governments to increase social protection for temporary agricultural workers, and the *collaboration pact between the state of Jalisco and the private sector in favor of dignifying the agricultural work*, which frames and boosts the improvement of social protection for temporary agricultural workers. Alongside, training and development of capacities and skills was done directly with women temporary agricultural workers, agribusiness employing companies, public servants and promoters of social protection rights. The creation of the network of promoters of social protection for women temporary agricultural workers in Jalisco and Oaxaca was done in order to help disseminate the social protection rights of temporary agricultural workers beyond the actual time frame of the project. This is being done with people in rural communities (municipality level, social workers, and women temporary agricultural workers leaders).

Result 1: Integrated multi-sectoral policies on women's access to social protection implemented

Estimated rate of completion as of 31 Dec 2021:90%

Result 2: Capacities of key stakeholders strengthened to increase women's access to social protection

Estimated rate of completion as of 31 Dec 2021:94%

I. Overall progress and priority, cross-cutting issues

I.1 Context and the overall approach

Ensuring an adaptive and strategic JP

- In relation to Social Protection for Domestic Workers, we have encountered two circumstances that have changed the implementation of the joint program: the pandemic and the non-approval of the mandatory social insurance scheme for domestic workers (planned for last year). During 2020 and 2021 we have adapted to the virtuality in order to continue advancing in the development of the project's products, and while waiting for the approval of the mandatory insurance scheme for domestic workers, we have continued to accompany and offer technical assistance to all the counterparts involved through different technical studies on the existing barriers to formalization and preparing a technical analysis of the

mandatory social insurance initiative for domestic workers, with the aim of, if appropriate, enriching this initiative to harmonize it in its entirety with Convention 189.

- COVID-19 pandemic restricted mobility and face-to-face contact with the agricultural labor population, which implied adjustments in the strategy for the dialogue in the field and data recollection, support, training, and work with the target population in the states of Oaxaca and Jalisco. In 2020 and the first quarters of 2021, progress was made in the two assessments of social protection gaps for women temporary agricultural workers by adapting field work through hiring local organizations to do the local approach, together with virtual meetings and cabinet work done by the technical staff.

Link with UNDAF/ UNSD Cooperation Framework

The JP has contributed to give visibility to vulnerable groups. The JP actively responds to the results group 1) equality and inclusion and 2) prosperity and innovation of the UNSD Cooperation Framework. The JP has positioned a social protection agenda in five states, making inequality gaps visible and articulating decision-making mechanisms with strategic allies, to influence public policies to focus on social protection specific needs for women temporary agricultural workers and domestic workers, as well as the strategies on care services.

The JP also contributed to the cross-sectional topic of the Cooperation Framework on gender equality and empowerment of the women and girls. The contribution focused particularly to the equality and empowerment of women temporary agricultural workers and domestic workers. Additionally, the UNCT has undertaken a reconfiguration of its interagency structure, which aims to reinforce the joint work and promote an integral approach to activities and initiatives aligned to the UNSDCF priorities. This includes the participation of the JP coordinations in the results groups and the inclusion of the JP priorities in the UNSDCF Joint Working Plans, as well as a UN Joint Program's Common Report.

COVID-19 impact

- The JP has promoted a national and subnational agenda of social protection, which positively affects the most vulnerable people, who were more severely affected by the socio-economic impact of COVID-19. Domestic workers and women temporary agricultural workers are amongst the most vulnerable people, due to the high labor informality in those sectors.

- The JP has made visible and reached relevant information to domestic and women temporary agricultural workers on COVID-19, and how to prevent it.

- In relation to domestic workers, the risk of COVID-19 infection at the workplace as well as the increase in exposure to occupational hazards, both physical and psychosocial, became one of the main concerns of the sector. As a responsive measure, a guide on occupational safety and health (OSH) and COVID-19 prevention, addressed to employers and workers, was developed, as well as three spots in indigenous languages (náhuatl, mixteco and maya tsotsil) with specific recommendations on COVID-19 prevention before, during and after domestic working hours. The guide was produced and distributed through social media and among the WhatsApp networks of the SINACTRAHO and CACEH. Furthermore, as requested by the STYFE, a census project and an administrative record proposal for domestic workers was elaborated with the purpose of improving in the near future their recognition and their coverage of social protection benefits, such as the unemployment insurance of Mexico City.

- Unpaid care work and the disproportionate care burden for women was a critical topic that became even more important in the COVID-19 context. 71% of women have reported an increase in the time dedicated to teaching and support homework; 4 out of 10 women reported an increase in the time destined to care work¹. The JP will continue to position this as a priority policy issue, considering the political climate in both chambers for the legislative changes that have been proposed. In 2021 the JP positioned investment in care services as a way to recover faster and better from the economic crisis caused by COVID-19. For this purpose, 16 knowledge products were developed for policy makers and a document on good practices in terms of social protection policies for women in the context of COVID-19 was completed with El Colegio de Mexico (COLMEX). It will also ensure an alliance building, consensus, and pedagogical approach in the dialogues with key stakeholders and the design of the coordination mechanism for a National Care System.

- Regarding the JP's component on women in temporary agricultural work, a series of biweekly webinars was held in 2020, to promote social protection and OSH, recognizing the importance of agricultural temporary workers with regards to national food security and addressing the vulnerabilities of the women in this sector. Also the technical document Outlook and social protection agenda of the agricultural laborer population of Mexico in the face of COVID-19 was generated, which offers a look at the impacts caused by the health contingency in the agricultural sector, with special emphasis on temporary agricultural workers.

- Dissemination of the document "Action guidelines for the work centers facing COVID-19"², published by the Work and Health federal Secretariats in coordination with a working group where FAO participates, together with Secretariats at the federal level.

I.2 Update on priority cross-cutting issues

¹ UN Women, Global Centre of Excellence on Gender Statistics and INMUJERES (2021): Rapid assessment survey on the impact of COVID-19 Mexico

²https://www.gob.mx/cms/uploads/attachment/file/548062/GUI_A_DE_ACCIO_N_PARA_LOS_CENTROS_DE_TRABAJO_A_NTE_EL_COVID-19_24_04_20_VF.pdf

UN Development System reform - UN coherence at the country level

- Coordination between agencies and RCO, through teamwork and constant dialogue facilitated working as One-UN (a session was convened by the RCO with the JP where all personnel and representatives of the United Nations system (25 agencies in Mexico) were invited, with the participation of the IMSS and the STPS) . With key stakeholders, reaching out as a Joint Programme made it easier to create new relationships for the JP, as one agency presented the others with key actors.
- Advocacy and communication efforts have been recognised by our counterparts as more effective when more than one PUNO is present, positioning the UN System in Mexico as has been the case in the domestic workers' agenda.
- The Agencies' coordinated actions and the implementation of a comms strategy to give visibility and position the programme, its components, domestic & agricultural workers, as well as stakeholders and the interagency work, deployed through the year have also strengthened the positioning of the UN System and the work with different government and civil society counterparts that have been key to enhance the domestic workers' agenda
- Bringing together the different expertise of each of the agencies has helped to improve social protection in Mexico.

Going beyond "business as usual" to produce catalytic results at scale

- Working together with the Office of the Agenda 2030 Mexico, as the government body that follows up the SDG progress in the country and subnational governments has helped to fast-track the results of the JP.
- Promoting an alliance between the public and private sectors, helping each sector to assume their responsibilities on social protection, has been a result of the JP.
- Working with local governments to increase their leadership in the social protection agenda, ensuring a gender perspective and linking local and national initiatives have been key to promote changes in this agenda.
- Generating knowledge based on local and national level experiences and evidence and developing methodologies that contribute to the strengthening of social protection systems and are key tools for advocacy, these are replicable and available to other stakeholders.
- Generating strategic agreements between subnational governments to attend women temporary agricultural workers needs with a local perspective was a new initiative that was launched by subnational governments as a result of the JP work.
- Participation in the public discussion and boost to include temporary agricultural work in the list of minimum professional wage, which gives them a salary increase of 30% with respect to the general minimum wage³.
- The preparation of a technical analysis requested by the Labor and Social Security Commission of the Senate of the Mexican Republic of the initiative for mandatory social security for domestic workers, with the aim of, if appropriate, enriching the existing initiative to bring it fully into line with Convention 189.
- Promoting care systems with an intercultural approach, as a pillar and as the core of social protection, in order to achieve gender equality.
- The JP has capitalized on the Generation Equality Forum and the creation of the Global Alliance for Care to achieve global results and promote a National Care System.
- Strategic alliance building was at the core of the Generation Equality Forum 2021 as the joint launch with INMUJERES, of the Global Alliance for Care, the most transformative initiative that has generated traction from the Forum in Mexico and that already has 52 members among governments, academia, philanthropies, civil society and the private sector, putting in the center the most transformative revolution for gender equality, the one that will change the sexual division of labor and free up women's time for their development and that of the whole society. This catalytic commitment for gender equality is in alignment with the Action Coalition on Economic Justice and Rights. The Global Alliance for Care, is a multi-stakeholder and co-creative space seeking to transform culture and reduce inequalities by guaranteeing the recognition, reduction and redistribution of domestic and care work.

SDG acceleration

Target 1.3. Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.

- Increased labor formalization and domestic workers affiliated to the social security regime. As of December 2021, 41,373 domestic workers are affiliated with IMSS.
- Creation of two strategies and two action plans for social protection for women temporary agricultural workers, tailored for their specific needs, at a subnational level in Jalisco and Oaxaca.
- Strategic alliances with stakeholders were formalized through the signing of two pacts:
 - a) The *Collaboration pact between the state of Jalisco and the private initiative in favor of dignifying agricultural work*, which aims to create a work welfare model in agriculture together with the private sector
 - b) The *Interstate collaboration pact in favor of the human rights of migrant agricultural workers from Oaxaca who transit and arrive in the state of Jalisco*, a local interstate collaboration that aims to increase social protection for temporary agricultural workers through subnational collaboration, and to include more subnational governments in the medium term.
- Capacities strengthened on social protection promotion of 10 members of the Network of Social Protection for Women Temporary Agricultural Workers in rural communities with presence of women temporary agricultural workers in Jalisco and Oaxaca.

³ https://www.dof.gob.mx/nota_detalle.php?codigo=5637615&fecha=08/12/2021

- Elaboration of 6 diagnoses on the barriers to formalization for domestic workers in the 5 states.
- Training on social protection for the JP stakeholders has equipped them with better understanding and capability for improving the country's social protection system.
- Grants provided to domestic workers organizations, such as SINACTRAHO and CACEH, for capacity building of their members.

Target 5.4. Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

- A constitutional reform for the creation of a National Care System, based on the principle of co-responsibility, was approved by the Chamber of Deputies, and a National Care System Law initiative was presented in the Senate. Technical support and inputs were provided by the JP, in articulation with INMUJERES, to both the development of the System and the legislative process.

- The Ministry of Finance, the Senate and decision makers have been provided with solid arguments regarding the benefits and economic viability of the implementation of a national care policy, by sharing and presenting knowledge products and policy briefs, such as the studies on costs and investment returns for the universal coverage of care services for children from 0-5 and children from 6-12.

A pilot on care services for children in Iztapalapa was implemented and a methodology and toolbox are being finalized for its replicability in other municipalities. These products will be used to enhance the development of the National Care System.

- A curricular proposal for the professionalization of care work, focused on children and the elderly, has been redesigned to include a gender and human rights perspective. It can be replicated with other federal entities' training institutes and contributes to the promotion of shared responsibility and the economic empowerment of women.

Target 8.8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

- The webinar series on social protection and occupational health and safety for women in temporary agricultural work and the guide for domestic workers and their employers for the prevention of COVID-19 and occupational hazards, have underscored the importance of promoting safe workplaces specially in vulnerable jobs, free of physical and psychosocial risks, and are reminders of the importance of the employer's accountability and participation in this regard.
- Promotion and dissemination of relevant information for women temporary agricultural workers. This was done at a local and institutional level to promote 1) their effective exercise of labour rights, 2) to strengthen the human rights agenda of social protection promoted by the JP together with the key stakeholders, in both the regions of origin and arrival of women temporary agricultural workers and 3) Through the distribution of 1000 printed copies of the "Guide of social protection and human rights for women temporary agricultural workers").
- Ongoing training for domestic workers of Mexico City on technical skills and health and safety at the workplace, implemented alongside the Institute for Labour Training (ICAT by its acronym in Spanish) will provide a better understanding of the subject among this sector and will establish grounds for replication and scaling of training in this topic, and the training on labor inspection provided by the International Training Center (CIF) for 30 officials will allow labor inspections to be carried out to ensure compliance with regulations.

Policy integration and systems change

- Inter-institutional mechanisms, with the participation of the private and public sector were created: the intersectoral roundtables on social protection in Oaxaca and Jalisco. This enabled awareness on the importance of social protection in both sectors, as well as dialogue and monitoring the improvement of policies and strategies that address the historical debts of social protection for vulnerable groups.
- Direct dialogue with local governments allowed to produce a social protection agenda for women temporary agricultural workers from the subnational governments towards the federal government. This is particularly important in a context where the actual federal government has reduced the public budget that aims directly towards temporary agricultural workers programs, specifically ceasing the operation of the federal program that attended temporary agricultural workers during the last 30 years.
- Collaboration with local and national governments, academia, and actors from the UN System in order to generate knowledge based on their experiences, and the development of methodologies that can be replicated at the national and local levels contribute to policy integration and coherent systemic change. For example, in articulation with ECLAC and INMUJERES, the methodology to estimate the costs and returns of investment in care services for children and the elderly was developed.

Contribution to improvement of the situation of vulnerable groups

- Direct dialogue with the target population of the JP (domestic workers and women temporary agricultural workers) to get to know and respond to their particular needs according to the region of the country where they are living.
- Articulation with territorial actors and civil society organizations to identify and promote good practices for the materialization of social protection as a set of rights.
- Accompaniment to local governments in the construction of the design of strategies and plans that improve the public offer of programs and projects that target vulnerable groups (domestic workers and women temporary agricultural workers).
- Domestic workers and women temporary agricultural workers have received knowledge products, enhanced strategic partnerships and capacity building for stakeholders in the topic, focused on improving social protection schemes and working conditions.
- Indigenous people and rural workers comprise another cross-cutting vulnerable group of the JP, specifically regarding its component on women in temporary agricultural work, but also in relation to domestic workers, where a significant part of the collectives report both indigenous and rural origins. Likewise, support is provided through empowerment, knowledge generation and capacity building that can influence the creation and improvement of policy frameworks regarding access to social protection and human and labour rights in general.
- Human rights defenders (specifically NGOs and trade union leaders): The JP has provided specific support to NGOs and trade union leaders, through grants (namely, those awarded respectively to CACEH and SINACTRAHO) for capacity building and strengthening of their membership, and through training programs where NGOs' representatives have participated.
- The joint program also contributes to the development of a national care policy, which is expected to benefit children and the elderly in need of care, as well as women who bear the burden of unpaid care work.

- Estimated number of individuals that were reached through JP efforts in 2020-2021:

Total number: 41.373

Percentage of women and girls: 13.231

- 1229 people were directly trained in social protection by the JP, strengthening their capacities to increase women's access to social protection.
- An estimated total of 715 female domestic workers have been reached directly in the frame of the JP's and twice that number is expected to be reached by the end of the programme.
- As of December 2021, 41,373 domestic workers are affiliated with social security, according to the official records of the Mexican Institute of Social Security (IMSS).
- A significant percentage of the 1.2 million households that hire domestic workers under live-out arrangements could be reached by the end of the programme as a result of the recent improvements of the pilot test regulatory framework that features a new simplified mechanism for individual payment of multiple employers of a single worker
- 496 women temporary agricultural workers, 17 men temporary agricultural workers, 179 promoters of the social protection for women temporary agricultural workers, 207 public servants and 39 people from the private sector, participated in at least one session of capacity building in social protection for women temporary agricultural workers. 684 additional people have strengthened their capacities in social protection for women temporary agricultural workers through virtual training. Furthermore, an estimated 5444 people working in connection with women temporary agricultural workers were impacted through watching virtual sessions and participating in virtual events organised by the JP in 2020 and 2021 with strategic stakeholders, public and private sector, civil society organizations and academia.
- Moreover, due to a collaboration agreement with the federal indigenous cultural broadcasting system, the JP has a weekly participation of 15 minutes in the program "Voces⁴", which reached up to 13 million people through 22 local radio stations in indigenous regions in Mexico, including the population of the indigenous communities and the online streaming views. During 2021, the participations were used to promote social protection for women temporary agricultural workers.

Mainstreaming Gender equality and women empowerment

- 1.1 Context analysis with an integrated gender analysis: Information was provided to decision makers to promote a gender-sensitive operation, to identify and propose innovative proposals with an intersectional and multisectoral approach.
- 1.2 Gender Equality mainstreamed in proposed outputs: The design and implementation of JP's knowledge products, capacity building activities and technical and legal assistance take into account the differentiated needs of women in general and in particular of women in domestic work and in temporary agricultural work. In this last group, particular needs from the origin zone as well as in the arrival zone are considered too.
- 2.1 PUNOs collaborate and engage with the Government on gender equality issues and the empowerment of women: The number of government allies and counterparts was expanded, linking the JP directly to the bodies in charge of women's rights advocacy and gender equality at the federal level, with INMUJERES, and with the Secretariats for Women and Gender Equality of the states of Chiapas, Mexico City, Jalisco and Oaxaca.
- The gender marker has been applied throughout the implementation of the JP, as the JP's identified target population are women and direct approach has been done through subnational governments, to land actions towards women domestic workers, women temporary agricultural workers and women in general who will be benefited by a national care system.

Estimated % of overall disbursed funds spent on Gender equality and Women empowerment by the end of 2021: 70%

Human rights

⁴ <http://ecos.inpi.gob.mx/>

- Technical assistance, policy recommendations and the generation of knowledge products are based on social security recommendations included in the CEDAW General Recommendation 34 on the rights of rural women; the Concluding Observations on the Ninth Periodic Report on Mexico of the CEDAW in 2018; the CSW 63 and ILO's Convention on Social Security (No. 102) and Recommendation 202 on social protection floors.
- The Intersectoral round-tables for social protection in Oaxaca and Jalisco with gender perspective allowed to institutionalize and strengthen decision-making mechanisms that promote permanent and constant political dialogue with a perspective of human rights to social protection for women temporary agricultural workers. These round-tables that include private and public sector, formalized their collaboration with the signing of the interstate collaboration pact in favor of the human rights of migrant agricultural workers from Oaxaca who transit and arrive in the state of Jalisco.
- Grants awarded to SINACTRAHO and CACEH have a human rights-based approach, in which the training and capacity building components promote a human and labour rights culture among domestic workers and foster technical and negotiation skills among the most vulnerable and least empowered members of this collective.
- One of the guiding lines has been the promotion of labor rights of domestic workers and women temporary agricultural workers, seeking for the effective exercise of those rights, and technical assistance that human rights are practiced through different government programs and projects.
- Promotion of human and labor rights, together with social security promoted by companies following the implementation of corporate human rights due diligence.
- Promotion of care as a right. UN Women in collaboration with INMUJERES, carried out on 10 December a high level event on The right to care: Intergenerational and high-level panel on the occasion of International Human Rights Day, calling for a human rights perspective to be incorporated across all efforts to transform the global care agenda.

Partnerships

The following points summarize the most relevant results achieved through JP's partnerships, and which add up to the United Nations Country Team (UNCT) approach of building broader and more effective alliances through coordinated efforts:

- The JP has expanded PUNO's engagement with the Executive branch (INMUJERES, Secretary of Finance, Secretary of Development), Congress, local authorities, as well as the academia and civil society and other UN partners (ECLAC),
- In articulation with INMUJERES and key members of the Senate and the Chamber of Deputies, the JP has contributed to the approval of a constitutional reform for the creation of a National Care System, based on the principle of co-responsibility; to the development of inputs for the National Care Law initiative and the National Care System
- With the Institute for Labour Training (ICAT) the JP has developed a curricular proposal for the professionalization of care work has been redesigned to include a gender and human rights perspective. It can be replicated with other federal entities' training institutes.
- With the government of Iztapalapa, a pilot on care services has been implemented in this locality and a methodology and toolkit is being prepared for its replicability.
- A multi-stakeholder dialogue and advocacy strategy is being consolidated to contribute to the development of the National Care System in which civil society organization, the private sector, academia and local and national governments will participate.
- A strategic alliance was formed with the regional offices of the UNDP, UN Women and ILO, for the development of the regional on-line course on Social Protection, Care and Gender, that took place between October and November of 2020 and had participants from 9 of the JP stakeholder organizations.
- Partnership with the IMSS has continued to grow, as concurrent lines of work of the three components of the JP have been established with the Institution.
- The partnerships with the Secretariat for Substantive Equality between Women and Men of Jalisco and the Secretariat of Welfare of Oaxaca, have contributed to the progress of the JP's component on social protection for women temporary agricultural workers and has enabled the creation of the Intersectoral round-tables for social protection, with the participation of 18 institutions in Jalisco and 15 in Oaxaca.
- In Chiapas, the collaboration with the Secretariat of Gender Equality provided the opportunity of participating in a state-wide campaign centered on the rights advocacy and recognition of female paid and unpaid domestic work in the context of COVID-19.
- SINACTRAHO and CACEH have been essential partners for domestic workers direct outreach and are the most important advocates of the JP's component on social protection and labor rights of the domestic work sector.
- Federal and local government institutions, civil society organizations, SINACTRAHO and CACEH joined the process of developing the outreach campaign on domestic workers' rights and provided key inputs and feedback. It will be launched in January 2022.
- A group of specialists from the International Labour Organization is preparing a technical analysis of the compulsory social security initiative for domestic workers, with the aim of, as deemed appropriate, enriching this initiative in order to comply with ILO Convention 189, at the request of the Labor and Social Security Commission of the Senate of the Republic.
- The elaboration of the 6 diagnoses on the barriers to the formalization of domestic workers the collaboration of the government and civil society in the 5 states.
- Strengthened dialogue with local government to promote local social protection agendas with intersectoral, multi-stakeholder agreements
- Agreements promoted by local government with the UN system to generate strategic proposals for social protection

Mobilizing additional funding and/or financing

- Local governments programs have been directed to attend specifically the needs of the target population. The public program "Fuerza Mujeres", with a total budget of \$140,000,000 Mexican pesos in 2021, included the modality B, focused to indigenous women, which was assigned specifically \$21,000,000 Mexican pesos to attend them. The objective of the

program is to give an economic resource to invest in knowledge or specific skills for the development of a productive project, access to a job or qualify for a better paid one, together with a training program preloaded in an electronic tablet.

- Advocacy efforts are underway, and evidence is being produced to increase investment in care services. The methodology to estimate the costs and returns of investment of care services for children and the elderly, and the policy briefs of the costing studies are aimed at providing evidence to decision makers on the economic viability and benefits of investing in care services.

Strategic meetings

Type of event	Yes	No	Description/Comments
Annual JP development partners'/donors' event*	<input type="checkbox"/>	x <input type="checkbox"/>	
Other strategic events	<input type="checkbox"/> x	<input type="checkbox"/>	<i>Signing of the Oaxaca - Jalisco interstate collaboration pact in favor of the human rights of migrant agricultural workers from Oaxaca who transit and arrive in the state of Jalisco (October 19, 2021)</i>
		X	<i>Signing of the collaboration pact between the state of Jalisco and the private initiative in favor of dignifying agricultural work (October 27, 2021)</i>
	x		<i>Meetings with the Chamber of Deputies' and the Senate's Commission on Equality to develop the inputs for the initiative based on the decree issuing the General Law of the National Care System and participation in the Virtual Consultation Forum regarding the Minutes with the Project Decree by which articles 4 and 73 of The Constitution are Amended (April 2021)</i>
	x		<i>Two meetings with civil society (GASC and Care Coalition in Mexico) regarding the construction of a National Care System in Mexico. (July and December 2021)</i>
	x		<i>Meetings to promote and build the Global Alliance for Care: At the global level, with the National Institute of Women (INMUJERES) of Mexico, UN Women defined the Alliance's vision, premises, commitment and focus areas in the first co-creation membership meeting (21 September and 5 October) and the second meeting (9 November), defined the governance and operation bodies, composition, leadership, engagement modalities and website. The meeting also secured UN Women's Goodwill Ambassadors Anne Hathaway to support the Alliance.</i> <i>For securing visibility opportunities for the Alliance, several meetings were held, including an interactive dialogue with key national private sector partners (On 14 September 2021).</i>
	x		<i>Presentation of the methodology to estimate the costs and returns of investment of care services for children and the elderly, to the Federal Government and members of the Senate and Chamber of Deputies (December 2021)</i>

Innovation, learning and sharing

- Best practice exchange events on social protection for women temporary agricultural workers took place in June 2021, with a participation of 650 people from local and federal governments, agribusiness companies, civil society and academia.
- On the capacity building and training, training on Social Protection Floors and the barriers to extend coverage to domestic and agricultural temporary workers, as well as indigenous populations, delivered to actors of a number of key institutions has been done.
- On capacity building on social protection for women temporary agricultural workers, 938 people have been trained: 513 temporary agricultural workers, 179 promoters of social protection, 207 public servants and 40 people from the private sector.
- Capacity building regarding the National Care Strategy: Technical assistance has been provided to the Ministry of Finance with a series of studies on costs and investment returns for the universal coverage for children from 0-5; children from 6-12 and the elderly, as well as with the methodology for the estimation of costs and economic impacts of care services in Latin America and the Caribbean and the simulator that allows to define different scenarios.
- A curricular proposal for the professionalization of care work has been redesigned to include a gender and human rights perspective. It can be replicated with other federal entities' training institutes. Four cohorts of women successfully completed the courses for the professionalization of care work 'Attention, care and development of girls and boys from a gender and human rights perspective', and 'Care of the elderly from a human rights and gender perspective', organized in alliance with ICAT.
- A Capacity building and advocacy strategy has been implemented with the local governments of Iztapalapa, Tlahuac and Xochimilco to increase their knowledge and awareness on unpaid care work, through specific trainings and workshops on gender equality, women's economic empowerment and care work.

II. Annual Results

Overall progress

- On track (expected annual results achieved)
 - Satisfactory (majority of expected annual results achieved)
 - Not-satisfactory (majority of expected annual results not yet achieved)
- Please, explain briefly:

Contribution to Fund's global results

- Integrated multi-sectoral policies to accelerate SDG achievement implemented with greater scope and scale

-The JP has published, together with IMSS, a study on the results of the pilot test of enrollment of domestic workers in social security which issues a series of recommendations for the permanent/mandatory regime. However, at present it has not yet been approved. It is expected to be approved in the first months of 2022. Even so, the program has continued to work technically assisting the counterparts, elaborating at the end of the first year: The pilot test of the mandatory social security regime for domestic workers with IMSS, the six diagnoses on the formalization barriers for domestic workers in Chiapas, Jalisco, Oaxaca, Mexico City and the State of Mexico have been completed, a labor inspection report has been prepared for the domestic sector, a training will be carried out with the Secretary of Labor and Social Welfare, two editions of the Guide to Safety and Health at Work have been published in Covid-19 for employers and domestic workers.

- Two strategies and two social protection plans for women temporary agricultural workers were formulated, together with local governments (Jalisco and Oaxaca) and the private sector. These strategies were based in the social protection gaps found in the Situational Assessments of women in temporary agricultural work in Jalisco and Oaxaca, developed by the JP in 2020, and consider a timeframe of 5 years to implement actions and focus programs towards increasing labor rights and social protection of women temporary agricultural workers.

- 938 people's capacities were strengthened in social protection for women temporary agricultural workers, reaching women temporary agricultural workers, local public servants, private sector and promoters of social protection in Oaxaca and Jalisco.

- The network of promoters of social protection for women temporary agricultural workers was created and their capacities and skills in social protection for women temporary agricultural workers were strengthened, with people living in communities from Jalisco and Oaxaca with direct presence of temporary agricultural work. The network includes people from local governments, women temporary agricultural workers leaders, social workers, civil society organizations and people from the private sector and employing companies of women temporary agricultural workers.

Integrated policy solutions for accelerating SDG progress implemented

- The JP has implemented the first pilot of the National Care Strategy in the municipality of Iztapalapa, in Mexico City.

- The programme working in collaboration with national and state authorities has been providing technical assistance and promoting the first inspection protocol for domestic work, as well as the establishment of the National Care Strategy. Both the inspection model and the Coordination Mechanism of the National Care Strategy will be the first policy proposals of its type in Mexico. However, due to the delay in the approval of the initiative to the permanent social security regime for domestic workers (it was expected during 2021), it has not been possible to develop the first inspection protocol for domestic work since the institutions are not yet obliged to have the inspection system for this sector. However, a report on inspection has been prepared, which establishes the basis for the implementation of the protocol. In the year 2022 a training will be conducted based on this report for the Secretary of Labor and Social Welfare so that they can have knowledge on how to develop the protocol when the initiative is approved.

Regarding the National Care Strategy, the legislative process was also delayed and the Law initiative was presented until 2021 Q4, and the approval process will likely take place in 2022 Q1. Therefore, a multi-stakeholder dialogue is being prepared to exchange best practices and provide inputs for the development of the system (and not only for the Law as originally planned).

JP Outputs and Outcomes

Social protection for domestic workers

- Diagnostic on barriers for domestic workers in terms of formalization and access to social security in Chiapas was published and launched.

- Diagnosis of barriers to formalization and access to social security for domestic workers in Mexico City, State of Mexico, Jalisco and Oaxaca.

- Documentation of the IMSS pilot project experience has been completed and a joint publication has been launched.

- The JP provided support for the formal deposit of ILO Convention 189 by the STPS with the Director General of the ILO in July 2020, so that the instrument will enter into force in July 2021.

- In August, the new regulatory framework for the social security affiliation pilot for domestic workers was published and became operational in November, which includes the recommendations issued by the ILO.

- Documentation of the experience of the IMSS pilot project.

- Technical report on labor inspection of domestic work. This report issues a proposal for a labor inspection mechanism for domestic work, built on consensus between the STPS, the Labor Secretariats of Mexico City, Jalisco and the State of Mexico, as well as the IMSS and other relevant actors.

- The grants awarded to SINACTRAHO and CACEH have supported capacity building for domestic workers in Chiapas and Jalisco, respectively, and promoted technical skills and empowerment among members of this sector.

- ICAT has conducted training courses on technical skills and occupational health and safety.
- Representatives of 12 JP partners and stakeholders have received training on social protection, care and gender (9), and (3) have participated in ITC's online course on social protection: towards responsive systems.
- A guide on COVID-19 prevention and occupational health and safety for domestic workers and their employers was produced, with inputs from SINACTRAHO and CACEH, as well as from regional specialists and ILO headquarters.
- Three television spots were produced in indigenous languages (Nahuatl, Mixteco and Maya Tsotsil) on COVID-19 prevention for domestic workers, which were distributed through the social media.
- In response to a specific request from the STYFE, a proposal was prepared for a census and administrative registry project for domestic workers in Mexico City, which is currently under review.
- Presentation of the quantitative and qualitative study for Mexico and Mexico City on paid care, together with the Secretariat of Labor and Employment Promotion of Mexico City.
- Initiation of the development and implementation of a strategy to promote the registration of domestic workers with the IMSS in the territory.
- Labor inspection course by the international training center for officials from different states.
- Completion of the courses for the professionalization of care work 'Attention, care and development of children from a gender and human rights perspective', and 'Care of the elderly from a human rights and gender perspective', organized in alliance with ICAT.
- Elaboration and implementation in the territory of a strategy to promote the enrollment of domestic workers before the IMSS.
- Elaboration of the document Promote the formalization of paid domestic work in Mexico from the perspective of local public policies.
- Regional video minutes concourse for the promotion of the labor rights of paid domestic workers, whose objective is to encourage the creation of audiovisual content that continues to promote the rights and improved conditions of domestic workers and, in turn, create spaces for independent artistic creation and, in particular, for domestic workers.
- Elaboration of the document Mexico's reaction to de COVID-19 pandemic in terms of social protection.
- The course "E-COACHING ON SOCIAL PROTECTION: TOWARDS RESPONSIVE SYSTEMS delivered by ILO's ITC will start on February for 15 officials (IMSS, STPS, STYFE).
- A group of specialists from the International Labour Organization is preparing a technical analysis of the compulsory social security initiative for domestic workers, with the aim of, as deemed appropriate, enriching this initiative in order to comply with ILO Convention 189, at the request of the Labor and Social Security Commission of the Senate of the Republic.

National Care Policy

- A constitutional reform for the creation of a National Care System, based on the principle of co-responsibility, was approved by the Chamber of Deputies, and a National Care System Law initiative was presented in the Senate. Technical support and inputs were provided by the JP, in articulation with INMUJERES, to both the development of the System and the legislative process
- Local (Iztapalapa, Tlahuac and Xochimilco) and federal governments, both the legislative and executive branches, have increased their knowledge and awareness on unpaid care work, through specific trainings and workshops on gender equality, economic empowerment and care work and 16 knowledge products that were produced including: 3 costing exercises focused on returns of investing in care for children (0-5 years old and 6-12 years old) and the elderly; a costing exercise for the State of Puebla; practices in terms of social protection policies for women in the context of COVID-19; a study on the needs of care infrastructure for care in two priority localities of Mexico City; and a study on the viability of home care in Mexico City using experiences of other countries on best practices and a methodology to establish a National Care articulation mechanism.
- The Executive and Legislative branches of government have accessed evidence (Series of costing on returns of investing in care for children (0-5 years old and 6-12 years old) and the elderly) to conclude that investing in care services is economically viable and contributes to social well-being, through the presentation of the methodology to estimate costs and returns of investment and publication of the policy briefs.
- A pilot on care services for children in Iztapalapa was implemented and a methodology and toolbox are being finalized for its replicability in other municipalities. These products will be used to enhance the development of the National Care System.
- A curricular proposal for the professionalization of care work has been redesigned to include a gender and human rights perspective. It can be replicated with other federal entities' training institutes.
- Four cohorts of women have increased their knowledge and capacities on care and development of girls and boys and care of the elderly, from a gender and human rights perspective, to professionalize their work

Social protection for women temporary agricultural workers

- In 2020 and 2021 the JP produced two Situational Assessments of women in temporary agricultural work, one in Jalisco and the second one in Oaxaca, that nourished the two strategies and action plans for social protection for women temporary agricultural workers formulated in 2021 in those states. The design of the policy brief: Public policy recommendations with a gender perspective and cultural relevance for access to expanded social protection for migrant agricultural workers took place, based on the direct work with women temporary agricultural workers, as well as the institutional dialogue done with public and private sector at the local level.
- The Intersectoral round-table for social protection in each entity (Jalisco and Oaxaca), as a coordination mechanism, was the base to formulate the strategies and action plans for social protection for women temporary agricultural workers. The strategies and action plans focus programs on women temporary agricultural worker's specific needs, with a interculturality

and gender equality cross cutting approach, that considers labor, health and education as the most pressing gaps on achieving social protection for this population.

- The Intersectoral round-tables for social protection in Oaxaca and Jalisco formalized their collaboration with the signing of the interstate collaboration pact in favor of the human rights of migrant agricultural workers from Oaxaca who transit and arrive in the state of Jalisco, a basis that aims to include more subnational governments to increase social protection for temporary agricultural workers.
- As a result of the intersectoral dialogue promoted by the JP, the subnational government of Jalisco signed the collaboration pact between the state of Jalisco and the private sector in favor of the dignification of the agricultural work, which frames and boosts the improvement of social protection for women temporary agricultural workers.
- The creation of the network of promoters of social protection rights for women temporary agricultural workers and capacity building of members of this network of people that defend the rights of women temporary agricultural workers, was established in communities with temporary agricultural work in Oaxaca and Jalisco..
- The capacity building on social protection for women temporary agricultural workers, local public sector, private sector, civil society and academia impacted 938 people and 54 institutions.

Monitoring and data collection

- Elaboration of the Monitoring and Evaluation Plan and Knowledge Management Plan for the project Closing Gaps: Social Protection for Women in Mexico.

Lessons learned and sustainability of results-

A joint vision has been promoted, with teamwork driven between agencies, which has enabled to improve results in an interagency way.

- Open dialogue and interaction with national and local government actors allowed progress towards the achievement of better access on social protection for domestic workers and women temporary agricultural workers, as well as the progress on the national care policy.
- External shocks, such as the COVID-19 pandemic are an opportunity to press for the achievement of the SDGs and the effective exercise of human rights of the most vulnerable population, in this case on the importance of having a system that enables an adequate access to social protection for those who rely in a more sensitive manner on it.
- Social protection is a way to promote social and economic resilience of the most vulnerable groups through a dialogue between the public and private sector, as well as civil society, through capacity and skill building in order to launch innovative proposals that are sustainable in the medium and long term.
- Technical assistance and the promotion of new social protection policies or amendments to existing ones, as well as the development of methodologies and toolkits that can be replicated, contribute to the sustainability of results.
- Best practices for advocacy, lobbying and the construction of agreements were reinforced by the political situation, that allowed to catalyze national priorities into global commitments.

III. Plan for the final phase of implementation

Towards the end of JP implementation

- Socialization of results and knowledge product with strategic allies and identification of priority areas to strengthen public and private investment to increase social protection for women temporary agricultural workers and domestic workers, as well as for a National Care System.
- Presentation of the policy brief of recommendations for social protection of women temporary agricultural workers with strategic stakeholders with local governments of Jalisco and Oaxaca and federal government.
- Dissemination of information on human rights and social protection access for women temporary agricultural workers in Jalisco and Oaxaca, both in field and at institutional level.
- Capacity building and strengthening of the network of promoters of social protection for women temporary agricultural workers.
- Promote differentiated social protection care models for women domestic workers and women temporary agricultural workers on the lessons learned in the implementation of the program (recommendations and strategies designed)
- Implement a multi-stakeholder dialogue process to exchange best practices and gather inputs and recommendations for the development of the National Care System, and the final phase of the legislative process regarding the National Care System Law initiative presented on November 30th, 2021.
- Implementation an outreach campaign targeted at employers for raising awareness on domestic workers' rights.
- Development of a joint technical report to identify convergences between the National Care System, the potential workforce demand and the paid domestic work sector as main suppliers, organized and financed through cooperative and social economy models.
- The independent evaluation will take place between January and March 2022.

Risks and mitigation measures

- In the context of the COVID-19 pandemic, the most pressing risk has been that the relevant authorities divert their attention from the social protection strategy, to prioritize health issues in the budget. To that end, additional activities have been developed in order to support counterpart responses to COVID-19 effects on the JP target groups.

- In 2022, elections for state governorships in Oaxaca are being held, which may divert the attention and shift the priorities of government stakeholders. As a preemptive measure, work with the legislative branch of Oaxaca has begun, as it will not take part in the transition process like the executive branch.
- Due to the COVID-19 pandemic, precarious working conditions of vulnerable groups, such as domestic workers and women temporary agricultural workers, have been deepened, which represents an opportunity to underscore the relevance of social protection.
- The effects of the COVID-19 pandemic have been more acute and profound for groups systematically excluded from the labor market and decent work, among which women workers stand out, who have been disproportionately affected compared to men, as they are losing their jobs and their incomes at a greater speed by having a greater participation in the sectors hardest hit by the pandemic, such as services, commerce and manufacturing. Therefore, the JP expects that social protection will remain important in the national and entity level governments.

Annex 1: Consolidated Annual Results

1. JP contribution to global Fund’s programmatic results

- Provide data for the Joint SDG Fund global results (as per targets defined in the JP document).

Global Impact: Progress towards SDGs

Select up to 3 SDG *indicators* that your Joint Programme primarily contributed to (in relation to SDG targets listed in your JP ProDoc)

SDG: Target 1.3

SDG: Target 5.4

SDG: Target 8.8

Global Outcome 1: Integrated multi-sectoral policies to accelerate SDG achievement implemented with greater scope and scale

Outcome indicators	Expected 2021 target	2021 result	Reasons for variance from planned target (if any)	Expected final target
1.1: Number of integrated multi-sectoral policies that accelerated SDG progress in terms of scope ⁵	5	4	The mandatory social security for domestic workers has not yet been approved by the legislative power, and is necessary for the development of the protocol. The National Care System Law initiative was presented by a group of Senators in November 30th, 2021, but will be discussed in 2022.	
<p><i>List the policies:</i></p> <ul style="list-style-type: none"> By the end of 2021, the programme will have promoted the launch of the (2) National Care Strategy, a (3) legal reform on the right of care, the first (4) inspection protocol in the workplace for domestic workers, and a (5) Initiatives and support program for women temporary agricultural workers. A constitutional reform for the creation of a National Care System, based on the principle of co-responsibility, and to include the right to care. 				

⁵Scope=substantive expansion: additional thematic areas/components added or mechanisms/systems replicated.

1.2: Number of integrated multi-sectoral policies that accelerated SDG progress in terms of scale ⁶	9	6		
<p><i>List the policies:</i></p> <ul style="list-style-type: none"> • By the end of year 2, the programme will have developed the first pilot for the implementation of the National Care Strategy at municipal level, a second action plan of social protection for women temporary agricultural workers in an additional state, and formalization strategies for domestic workers in two additional states. • Pilot on care services implemented in Iztapalapa - systematization and results to be ready in 2022. 				

Global Output 3: Integrated policy solutions for accelerating SDG progress implemented

Output indicators	Expected 2021 target	2021 result	Reasons for variance from planned target (if any)	Expected final target
3.1 Number of innovative solutions that were tested (disaggregated by % successful-unsuccessful)	1	1		
3.2: Number of integrated policy solutions that have been implemented with the national partners in lead	2	1	<p>The mandatory social security for domestic workers has not yet been approved by the legislative power, and is necessary for the development of the protocol.</p> <p>Progress has been made on the coordination mechanism of the National Care Strategy, however the Law</p>	

⁶Scale=geographical expansion: local solutions adopted at the regional and national level or a national solution adopted in one or more countries.

			initiative has just been passed to Senate commissions for its review.	
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Did your Joint Programme contribute to strengthening of national capacities to implement integrated, cross-sectoral SDG accelerators in 2020-2021?

Yes

No

Explain briefly:

2. Results as per JP Programmatic Results Framework

- Present annual JP results in the following template

Result / Indicators	Baseline	Expected 2021 target	2021 Result	Reasons for variance from planned target (if any)	Expected final target
Outcome 1: Integrated multi-sectoral policies on women's access to social protection implemented					
Outcome 1.1 indicator Number of multi-sectoral policies and formalization proposals to increase women's access to social protection implemented (in terms of scope)	4	9	3	During the first months of 2022, we will formalize the strategies in Oaxaca and Mexico City.	
Outcome 1.2 indicator Number of institutions participating in the implementation of multisectoral policies to increase women's access to social protection (in terms of scale)	0	50	52		
Output 1.1: Permanent social protection regime for domestic workers drafted at national level and formalization strategies tailored and adopted in 5 States					
Output 1.1 indicator Number of key national and local policies and legal framework revised and adopted	3	6		The mandatory social security for domestic workers has not yet been approved by the legislative power	
Output 1.1 indicator Number of knowledge products drafted	0	7	7	Includes the diagnostics on barriers of formalization and social protection for domestic workers of Chiapas (published), Mexico City, State of Mexico (published), Jalisco	

				(published) and Oaxaca. The study of results of the pilot test of the IMSS and the labor inspector report.	
Output 1.2 indicator National Care strategy with local perspectives formulated as a pillar of the social protection system					
Output 1.2 indicator Number of key national and local policies and legal framework revised and adopted	1	3	2		
Output 1.2 indicator Number of knowledge products drafted	0	7	17		
Output 1.3. Tailored social protection and formalization strategy designed for women agricultural workers considering local perspectives.					
Output 1.3 indicator: Number of action plans developed to increase access to social protection for women temporary agricultural workers	0	2	2		2
Outcome 2. Key stakeholders strengthen their capacities to increase women's access to social protection					
Outcome 2. Indicator % increase in affiliation amongst domestic workers	0% 6,300 currently affiliated domestic workers	2% (46,000 domestic workers)	1,8% (41,373 domestic workers)	The mandatory social security for domestic workers has not yet been approved by the legislative power, and is necessary for the development of the protocol.	
Outcome 2. Indicator Number of people reached by campaigns and dissemination activities	0	To be developed according to the design of the communication strategy	16		
Output 2.1: Key stakeholders equipped with knowledge on social protection extension					
Output 2.1. Indicator Number of institutions and organizations trained in social protection	0	10	136		
Output 2.1. Indicator Number of people trained in social protection issues	0	240	1229	The course "E-COACHING ON SOCIAL PROTECTION: TOWARDS RESPONSIVE SYSTEMS" delivered by ILO's ITC will start next	

				month for 15 officials (IMSS, STPS, STYFE).	
Output 2.1. Indicator Number of courses validated by training institutions	0	3	3	The will course "E-COACHING ON SOCIAL PROTECTION: TOWARDS RESPONSIVE SYSTEMS delivered by ILO's ITC will start next month for 15 officials (IMSS, STPS, STYFE).	
Output 2.2: Domestic workers and employers have increased knowledge on the access to social protection regime for domestic workers					
Output 2.2. Indicator Changes in employers' perceptions of domestic workers' rights	To be developed according to the design of the communication strategy			Campaign to be implemented in 2022.	
Output 2.2. Indicator Number of campaign views on social networks	To be developed according to the design of the communication strategy			Campaign to be implemented in 2022.	

Annex 2: Strategic documents

- Complete the tables below by focusing on documents that are of particular strategic importance for the JP results – primarily **legal acts, strategies, policy documents, methodological guidance (e.g. SOPs) and reports on comprehensive analysis.**

2.1. Contribution to social protection strategies, policies and legal frameworks

Strategic documents developed or adapted by JP

Title of the document	Date when finalized (MM/YY)	Focus on extending social protection coverage (Yes/No)	Focus on improved comprehensiveness of social protection benefits (Yes/No)	Focus on enhancing adequacy of social protection benefits (Yes/No)	Focus on improving governance, administration and/or implementation of social protection system (Yes/No)	Focus on cross-sectoral integration with healthcare, childcare, education, employment, food security, etc. (Yes/No)	If published, provide the hyperlink
The labour market of paid domestic workers in Chiapas and recommendations for their formalization (Diagnostic on	March 2020	Yes	Yes	Yes	Yes	Yes	

barriers for domestic workers regarding formalization and access to social security in Chiapas)							
Guide on occupational safety and health and COVID-19 for employers and domestic workers	September 2020	Yes	Yes	Yes	Yes	Yes	
Quantitative and qualitative study for Mexico and Mexico City on paid care together with the Secretary of Labor and Employment Promotion of Mexico City	December 2020	Yes	Yes	Yes	Yes	Yes	
Situational Diagnostic of women in temporary agricultural work in Oaxaca	December 2020	Yes	Yes	Yes	Yes	Yes	
The pilot test for the registration of domestic workers into the Mexican Social Security Institute. Study of results and recommendations for the mandatory scheme	December 2020	Yes	Yes	Yes	Yes	Yes	
Situational Diagnostic of women in temporary agricultural work in Jalisco	December 2020	Yes	Yes	Yes	Yes	Yes	

Diagnostic on barriers for domestic workers regarding formalization and access to social security in Mexico City	December 2020	Yes	Yes	Yes	Yes	Yes	
Diagnostic on barriers for domestic workers regarding formalization and access to social security in the State of Mexico	December 2020	Yes	Yes	Yes	Yes	Yes	
Diagnostic on barriers for domestic workers regarding formalization and access to social security in Jalisco	January 2021	Yes	Yes	Yes	Yes	Yes	
Labor intermediation mechanisms in paid domestic work in Mexico City	January 2021	Yes	Yes	Yes	Yes	Yes	
Mexico's reaction to de COVID-19 pandemic in terms of social protection	June 2021	Yes	Yes	Yes	Yes	Yes	
Technical report on international experiences in labor inspection on domestic work in selected countries and comprehensive proposal to the establishment of a paid home work inspection model in Mexico	July 2021	Yes	Yes	Yes	Yes	Yes	
Strategy and social protection plan for women temporary agricultural workers in Oaxaca	December 2021	Yes	Yes	Yes	Yes	Yes	

Strategy and social protection plan for women temporary agricultural workers in Jalisco	December 2021	Yes	Yes	Yes	Yes	Yes	
Policy brief public policy recommendations with a gender perspective and cultural relevance for access to expanded social protection for migrant agricultural workers	December 2021	Yes	Yes	Yes	Yes	Yes	
Diagnosis of needs for care infrastructure at local level: Milpa Alta and Iztapalapa	April 2020	Yes			yes	Yes	
Legislative experiences in Latin America and the Caribbean regarding care: recommendations for Mexico	July 2020	Yes	Yes	Yes	Yes	Yes	
Costs, returns, and effects of a universal, free, and quality child care system in Mexico (6-12 years old)	November 2020	Yes	Yes	Yes	Yes	Yes	
Care for the elderly in dependency situation: proposal of services and preliminary estimation of costs and economic returns and Policy brief	November 2020	Yes	Yes	Yes	Yes	Yes	https://mexico.unwomen.org/es/digiteca/publicaciones/2021/12/el-cuidado-de-las-personas-adultas-mayores-en-situacion-de

							dependencia-en-mexico
Costs, returns, and effects of a universal, free, and quality child care system in Mexico (0-5 years old) and Policy Brief	December 2020	Yes	Yes	Yes	Yes	Yes	https://mexico.unwomen.org/es/digiteca/publicaciones/2020-nuevo/diciembre-2020/costos-retornos-y-efect
Methodology for the construction of a National Care System in Mexico	December 2020	Yes	Yes	Yes	Yes	Yes	
Methodological proposal for the implementation of a pilot to strength care services in Iztapalapa	December 2020	Yes	Yes	Yes	Yes	Yes	
Inputs for the initiative based on the decree issuing the General Law of the National Care System	April 2021	Yes	Yes	Yes	Yes	Yes	
Methodology for the estimation of costs and economic impacts of care services in Latin America and the Caribbean.	May 2021	Yes	Yes	Yes	Yes	Yes	
Estimation of costs and economic impacts of the implementation of child care services and the care services for the elderly in the State of Puebla	August 2021	Yes	Yes	Yes	Yes	Yes	

Strategic documents for which JP provided contribution (but did not produce or lead in producing)

Title of the document	Date when finalized (MM/YY)	Focus on extending social protection coverage (Yes/No)	Focus on improved comprehensiveness of social protection benefits (Yes/No)	Focus on enhancing adequacy of social protection benefits (Yes/No)	Focus on improving governance, administration and/or implementation of social protection system (Yes/No)	Focus on cross-sectoral integration with healthcare, childcare, education, employment, food security, etc. (Yes/No)	If published, provide the hyperlink
AGREEMENT number ACDO.AS2.HCT.220720/190.P.DIR, by which the General Rules of the Phase II, of the Pilot Test for the registration of domestic workers in the mandatory Social Security Scheme	August 2020	Yes	Yes	Yes	Yes	Yes	

2.2. Focus on vulnerable populations

Strategic documents developed or adapted by JP

Title of the document	Date when finalized (MM/YY)	Focus on gender equality and women empowerment (Yes/No)	Focus on children (Yes/No)	Focus on youth (Yes/No)	Focus on older persons (Yes/No)	Focus on other group/s (List the group/s)	Focus on PwDs (Yes/No)	Included disaggregated data by disability - and whenever possible by age, gender and/or type of disability (Yes/No)
Audiovisual capsules in native languages (Nahuatl, Mixteco and Maya Tsotsil) on COVID-19 prevention for domestic workers, which were distributed through the social media.	August 2020	Yes	No	Yes	Yes	Domestics workers	No	No

Strategic documents for which JP provided contribution (but did not produce or lead in producing)

Title of the document	Date when finalized (MM/YY)	Focus on gender equality and women empowerment (Yes/No)	Focus on children (Yes/No)	Focus on youth (Yes/No)	Focus on older persons (Yes/No)	Focus on other group/s (List the group/s)	Focus on PwDs (Yes/No)	Included disaggregated data by disability - and whenever possible by age, gender and/or type of disability (Yes/No)
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		(Yes/No)						(Yes/No)

Annex 3: Updated JP Risk Management Matrix

- Update the table from your JP document with the most recent analysis of risks and corresponding mitigation measures. This should support the narrative update provided in part C above.

Risks	Risk Level: (Likelihood x Impact)	Likelihood: Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Essential - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigating measures	Responsible Org./Person
Contextual risks (e.g. social, environmental, security and safety risks)					
The National austerity policy, in conjunction with COVID-19 economic impact, could cut the budgets related to the programme's topics of key partners institutions, at the expense of their participation in the programme.	15	5	3	<ul style="list-style-type: none"> - Collaboration agreements with the key institutions have been adapted in order to meet specific demand in COVID-19 context. - Enhancement of regular communication between PUNOs and Government representatives regarding the programme's progress and alternative activities. 	Coordination Committee (RC+PUNOs Rep+ Government)
The Pilot program on social security for domestic workers deprioritized by the IMSS as result of COVID-19	9	3	3	<ul style="list-style-type: none"> - PUNOs develop awareness raising products and activities regarding the importance of registration of domestic workers to social protection in the context of COVID-19 	Technical implementation team

				<ul style="list-style-type: none"> - PUNOs support activities of domestic workers and civil society organizations that promote domestic workers registration to social protection. - PUNOs participate in the Inter-Secretariat and Civil Society Organisations Group on Domestic Work, headed by the IMSS - Enhancement of the formal agreement between ILO the IMSS regarding their support and monitoring of the Pilot Program and the design of the mandatory regime. - ILO has constant dialogue with IMSS' representatives regarding the program. 	
Excess of priority topics in the current legislative period. This could affect members of Congress prioritizing the programme's legislative proposals.	12	4	3	<ul style="list-style-type: none"> - Strengthen partnership between the PUNOs and key parliamentary groups. - UN Women has increased its outreach with commissions and members of Congress members and commissions. 	Technical implementation group (PUNOs+ Programme Coordinator)
Federal and Local Congress elections as well elections of states governorships in June	10	5	2	<ul style="list-style-type: none"> - PUNOs enhance cooperation with local and municipal 	Technical implementation group

<p>deviating attention from government stakeholders</p>				<p>governments and stakeholders from civil society and NGOs</p> <ul style="list-style-type: none"> - FAO promotes the institutionalization of the Intersectoral round-table for social protection at local and municipal and among civil society organizations. 	<p>(PUNOs+ Programme Coordinator)</p>
<p>Programmatic/Operational risks</p>					
<p>COVID-19 halting PUNO's field work and making institutions responses slower</p>	<p>15</p>	<p>5</p>	<p>3</p>	<ul style="list-style-type: none"> - FAO increases local staff in Jalisco and Oaxaca that are able to do a more precise follow-up with local institutions and organizations - Further anticipation regarding activities planning and information requests to stakeholder institutions - Enhancement of delivery capacity through virtual tools or channels. 	<p>Each of the PUNOs depending on their programme's responsibilities</p>
<p>Insecurity and violence at local level could impact the implementation of the programme on the ground.</p>	<p>16</p>	<p>4</p>	<p>4</p>	<ul style="list-style-type: none"> - Implementation at local level carried out under UN security protocols. - Reinforce the existing security protocols. 	<p>Each of the PUNOs depending on their programme's responsibilities at local level</p>

<p>Environmental disasters could (1) paralyze the implementation at local level, and (2) suddenly change Government priorities.</p>	6	1	5	<ul style="list-style-type: none"> - Articulation between PUNOs' emergency and business continuity plans for a coordinated approach in the case of environmental disasters. 	<p>Technical implementation group (PUNOs+ Programme Coordinator)</p>
<p>Employer's organizations are not receptive to participate in the trainings provided by PUNOs</p>	6	2	3	<ul style="list-style-type: none"> - Ensure employers are well informed about the programme and its expected impacts. - Ensure that employers receive direct invitations from PUNOs and Presidency offices. - In case they are not able to attend the trainings, PUNOs will ensure that employers' organizations have the training materials and are aware of the main outcomes from the trainings. 	<p>Each of the PUNO according to its responsibilities</p>
<p>Traditional prejudices against domestic workers affect the impact of the campaign</p>	6	3	2	<ul style="list-style-type: none"> - Ensure the involvement of many different stakeholders, to increase the dissemination of the communication materials. - Test the performance of the first materials produced, in order to evaluate their impact amongst the population. 	<p>UN Women</p>

Weak coordination of the programme.	5	1	5	<ul style="list-style-type: none"> - Constant communication and reciprocal accountability between PUNOs, from PUNOs to RC, and from PUNOs to key JP stakeholders. - PUNOs implementation team with capacity of alternating leadership in case of a contingency. - Coordinator at the ILO agency has a solid backstop and technical support from regional specialists. 	RC+Technical implementation group (PUNOs+ Programme Coordinator)
Institutional risks (e.g. political, regulatory risks)					
Changes in government JP focal point and other key government stakeholders	5	5	1	<ul style="list-style-type: none"> - Monitor structural and personnel changes, such as new appointments or dismissals, in government agencies linked to the JP. - Immediately approach new stakeholders to provide overall information of the JP as well as its progress. 	RC+Technical implementation group (PUNOs+ Programme Coordinator)
The local government elections in Oaxaca stop the participation process in public	20	5	4	<ul style="list-style-type: none"> - Continue work with the executive branch at a local level and include 	Each of the PUNOs depending on their

events from April – May 2022 and the government transition reduces institutional answers in programs and projects from April - December 2022				the legislative branch to keep the social protection agenda in the next executive government	programme responsibilities.
Lack of will or availability from institutions to work in coordination in order to achieve the programme’s results.	9	3	3	<ul style="list-style-type: none"> - Enhance permanent dialogue about the programme’s advances between PUNOs and Government representatives. - Development of proposals of additional activities and knowledge. 	Coordination Committee
Lack of new national data to monitor programme’s indicators	4	1	4	<ul style="list-style-type: none"> - Enhance the monitoring of data and indicators generated by regular household surveys, economic and population censuses and administrative records. 	Each of the PUNOs depending on their programme responsibilities.
Fiduciary risks (financial risks, fraud & corruption risks)					

Annex 4: Results questionnaire

- Complete portfolio questionnaire online at: <https://forms.office.com/r/H4eZAKyx9H>