

Joint SDG Fund
Joint Programme Final Narrative Report
PORTFOLIO ON INTEGRATED POLICY AND LNOB

Cover page

Date of Report: 19/ july / 2022

Programme title, Number and Country

Country: Mexico
Joint Programme (JP) title: Closing gaps: making social protection work for women in Mexico
MPTF Office Project Reference Number¹: 00118979

Programme Duration

Start date² (day/month/year): **01/02/2020**
Original End date³ (day/month/year): **31/01/2022**
Actual End date⁴ (day/month/year): **31/05/2022**
Have agencies operationally closed the Programme in its system?: Yes
Expected financial closure date⁵: 2023

Participating Organizations / Partners

RC (name and email): **Peter Grohmann, peter.grohmann@un.org**
Government Focal Point (ministry/agency, focal point name and email): **Alfredo González , Director of the 2030 Agenda Office, Secretariat of Economy, alfredo.gonzalez@economia.gob.mx**
RCO Focal Point (focal point name and email): **Priscilla Miranda, priscilla.miranda@un.org**
Lead PUNO Focal Point (focal point name and email): **Paula Álvarez Reparaz, alvarezp@ilo.org**
Other PUNO Focal Points (focal point names and emails): **Alejandra D'hyver, alejandra.dhyver@unwomen.org; Eduardo Benitez, Eduardo.Benitez@fao.org**

¹ The MPTF Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as "Project ID" on the project's factsheet page on the [MPTF Office GATEWAY](#).

² The start date is the date inserted in the original ProDoc submitted and approved by the Joint SDG Fund.

³ As per approval of the original project document by the relevant decision-making body/Steering Committee.

⁴ If there has been an extension, then the revised, approved end date should be reflected here. If there has been no extension approved, then the current end date is the same as the original end date. The end date is the same as the operational closure date which is when all activities for which a Participating Organization is responsible under an approved MPTF / JP have been completed. As per the MOU, agencies are to notify the MPTF Office when a programme completes its operational activities. Please see [MPTF Office Closure Guidelines](#).

⁵ Financial Closure requires the return of unspent balances and submission of the [Certified Final Financial Statement and](#)

[Report.](#)

Programme Budget (US\$)

Total Budget (as per Programme Document, without co-funding): \$ 2,000,000.00 USD

Agency/Other Contributions/Co-funding (if applicable): \$400,408.00 USD.

Joint SDG Fund Contribution⁶ and co-funding breakdown, by recipient organization:

Agency/other s	Joint SDG Fund contribution	Co-funding	Total
ILO	660,479	119,254	779,733
UN WOMEN	855,451	160,714	1,016,165
FAO	484,070	120,440	604,150
Total	2,000,000	400,408	2,400,408

⁶ Joint SDG Fund Contribution is the amount transferred to the Participating UN Organizations – see [MPTF Office GATEWAY](#).

Table of contents

Executive summary

Closing Gaps contributed to increasing women's access to social protection in Mexico, and particularly women in vulnerable situations, including domestic workers and temporary agricultural workers, in partnership with the Executive Secretariat of the National Council of the 2030 Agenda.

Integrated multi-sectorial policies on women's access to social protection were strengthened or developed in multi-actor and multisectoral spaces, involving the federal government, deputies, senators, local governments and institutions with direct competence in improving social protection, the private sector, academia, civil society organizations, domestic workers and women temporary agricultural workers. This was possible due to actions and products that contributed to the achievement of the following:

1. A law reform proposal to establish the permanent and mandatory social security regime for domestic workers through technical assistance to comply with ILO Convention 189 and support its implementation process, and knowledge products on barriers to formalization of domestic workers, labor inspection, a care manual and an occupational health and safety guide for domestic workers.
2. The basis for the construction of the National Care System, including a General Law proposal at the federal level, through technical inputs and the systematization of international experiences, a methodology to estimate the costs and returns of investment on care services for children and the elderly, knowledge products for decision-making based on evidence, and a care services pilot for children in Iztapalapa, which presents a methodology to develop local care systems and a toolbox to replicate them in other municipalities, among other actions.
3. Two expanded social protection strategies and two action plans for women who are temporary agricultural workers in the states of Oaxaca and Jalisco, based on situational assessments and built as part of subnational mechanisms established by the JP. These strategies propose a 5-year work plan with defined actions for institutions of Jalisco and Oaxaca involved in social protection, specifically in labor, health, education, gender and interculturality; including private and public sector institutions. The strategies have the potential to impact 30,000 women temporary agricultural workers in Jalisco, equivalent to 12.5% of the temporary agricultural worker population, and 5,000 in Oaxaca, 5.5% of the population. Strategic alliances with stakeholders to promote social protection: 1) Private sector and Jalisco's government, 2) Interstate collaboration pact between Oaxaca and Jalisco's governments.

Key stakeholders mentioned above have strengthened capacities to improve women's access to social protection and care services in: (a) technical knowledge about social protection and care; (b) updated diagnoses, innovative views on social protection and a gender perspective; and (c) development of innovative instruments to promote access to decent employment, social protection and care services. This was achieved through different actions and strategies: courses, workshops, a communication strategy and campaign, systematizing and sharing best practices, technical advice and the development of tools and methodologies for decision making. Also, curricular proposals for the professionalization of domestic and care work with a gender and human rights perspective were developed.

Result 1: Integrated multi-sectorial policies on women's access to social protection implemented
Estimated rate of completion as of JP end date: 100%

Result 2: Capacities of key stakeholders strengthened to increase women's access to social protection
Estimated rate of completion as of JP end date: 100%

Result 2: Capacities of key stakeholders strengthened to increase women's access to social protection
Estimated rate of completion as of JP end date: 100%

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 encountered two circumstances that entailed changes to the JP's implementation: the pandemic and the delay in approving the mandatory social insurance scheme for domestic workers by the Senate planned for 2021, but approved in March 2022; and the process at the Chamber of Deputies, that is expected to vote the reform in the second semester of 2022. While waiting for this approval, we accompanied and offered technical assistance to all counterparts involved through studies on the existing barriers to formalization, and a technical analysis of the mandatory social insurance initiative for domestic workers, with the aim of, if appropriate, enhancing this initiative in order to ensure its harmonization with Convention 189. Finally, following the ratification of Convention 190 in Mexico, we completed a regulatory study to support its implementation.

- COVID-19 pandemic restricted mobility and face-to-face contact. Activities had to be adjusted to a virtual modality, and additional actions were carried out to address its impact (see section Covid-19 for more detail). However, ways of working were changed, particularly regarding agricultural workers as there were very limited options for virtually working with them; it implied adjustments in the data recollection, field dialogue and training strategies towards the target population in the states of Oaxaca and Jalisco. In 2020 and the first quarters of 2021, progress was made in the two social protection gaps assessments for women temporary agricultural workers because of the adaptation of field work, including hiring local organizations to ensure a local approach, together with virtual meetings and cabinet work done by the technical staff.

Link with UNDAF/ UNSD Cooperation Framework

- The JP has actively responded to the outcomes agreed on the UNSD Cooperation Framework results groups 1) equality and inclusion and 2) prosperity and innovation.
- The JP has positioned a social protection agenda in five states (Chiapas, Jalisco, Mexico, Mexico City and Oaxaca), by making inequality gaps and vulnerable groups visible and articulating decision-making mechanisms with strategic allies from the public, private and social sectors, to influence public policies to focus on social protection specific needs for women temporary agricultural workers and domestic workers, as well as the strategies to develop care systems.
- The JP also contributed to the cross-sectional topic of the Cooperation Framework on gender equality and empowerment of women and girls. The contribution focused particularly on the equality and empowerment of women temporary agricultural workers and domestic workers.
- 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. The JP was also aligned to the national priorities established by the Mexican Government for the achievement of the 2030 Agenda.

COVID-19 impact

- The JP 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, including the increase in time spent on care work or in the need for care. Domestic workers and women temporary agricultural workers, amongst the most vulnerable people due to the high labor informality in those sectors, were made visible and were provided with relevant information 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 communication spots in indigenous languages (náhuatl, mixteco and maya tsotsil) with specific recommendations on COVID-19 prevention before, during and after working hours.

- Regarding the JP's component on women in temporary agricultural work, a series of biweekly webinars were held in 2020, to promote social protection and OSH with key stakeholders, recognizing the importance of agricultural temporary workers with regards to national food security and addressing the vulnerabilities of the women in this sector⁷.

- Unpaid care work and the disproportionate care burden for women became an even more important topic in the COVID-19 context. The JP positioned this as a priority policy issue and positioned investment in care services as a way to recover faster and better from the economic crisis caused by COVID-19. 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. The JP also ensured an alliance building, consensus, and pedagogical approach in the dialogues with key stakeholders - Federal, state and municipal authorities, senators, academic institutions and civil society organizations and networks- to design the coordination mechanism for a National Care System.

I.2 Update on priority cross-cutting issues

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 Mexican Institute for Social Security (IMSS), Secretary of Labor and Social Security (STPS) and government representatives at the subnational level. Reaching out to key stakeholders as a joint program facilitated the creation of new relationships and opened new doors, at the same time access was facilitated to actors with whom one agency had a previous relationship.

- Advocacy and communication efforts have been recognized 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 communication for development strategy contributed to the achievement of the programme outcomes and components (domestic & agricultural workers and a national care strategy).

-The campaign #EsLoJusto was an example of how a joint strategy contributed to interagency work, and to the positioning of the JP and the UN System in Mexico. In addition, the campaign strengthened the relationship with key stakeholders,

⁷ <https://www.youtube.com/watch?v=OASqwrHSU0>

such as government institutions at federal and local level, civil society organizations and domestic workers unions, and made synergies with media, opinion leaders and influencers.

- Bringing together the different expertise of each of the agencies has helped to improve social protection in Mexico with a gender perspective.

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

- Working together with the Office of the 2030 Agenda in 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. During the UN meeting with the Government of Mexico to discuss 2020-2021 results and 2022 priorities of the Cooperation Framework on March 11, 2022 and the Cooperation Framework Programmatic Forum on March 29, 2022 in which the Office of the 2030 Agenda participated, the alignment of the cooperation framework with national priorities was ratified.
- 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, in alliance with academic institutions such as El Colegio de Mexico (COLMEX), and developing methodologies that contribute to the strengthening of social protection systems and are key tools for advocacy, replicable and available to other stakeholders.
- Generating strategic agreements between subnational governments to address women temporary agricultural workers' needs with a local perspective, a new initiative launched by these governments as a result of the JP work: Interstate collaboration pact between Oaxaca and Jalisco's governments⁸.
- 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 wage⁹.
- Leading and facilitating the creation of the "Collaboration Pact between the State Government and the private initiative in favor of the dignity of farm work"¹⁰. This Pact was signed on October the 27th 2021 by the Governor of Jalisco, the Ministry of Labor, the SISEMH and the Ministry of Agriculture.
- Preparing a technical analysis requested by the Labor and Social Security Commission of the Senate of the Republic on the mandatory social security initiative for domestic workers, to support the application of 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.
- Strategic alliance building was at the core of the Generation Equality Forum 2021 and the joint launch with the National Institute of Women (INMUJERES) of the Global Alliance for Care that already has 52 members among governments, academia, philanthropies, civil society and the private sector. This catalytic commitment for gender equality is in alignment with the Action Coalition on Economic Justice and Rights, 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. The JP has capitalized on the Global Alliance for Care to promote a National Care System, since it is a platform to leverage the JP results, and disseminate and host methodologies developed as part of Closings Gaps that will allow other countries to access and replicate these. For example, the methodology to estimate the costs and returns of investment on care services developed in collaboration with the Economic Commission for Latin America and the Caribbean (ECLAC), and validated by the Secretary of Finance (SCHP).

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.

- The JP has contributed to the improvement of the domestic workers' affiliation pilot test regulatory framework through technical and legal advice provided to the IMSS, and the documentation of the pilot's first phase results and experiences. Changes to the framework came into effect in November 2020, to establish the employer as the person responsible for the registration and payment of domestic workers' social security contributions and to implement a new simplified payment mechanism for the individual payment of one domestic worker's contribution by multiple employers. These changes paved the way for a more enforceable, yet simple procedure, having a positive impact on coverage rates- as of May 2022, with an increase of 1,8%, 49,161 domestic workers are affiliated to the IMSS.

⁸ <https://www.fao.org/mexico/noticias/detail-events/fr/c/1445896/>

⁹ https://www.dof.gob.mx/nota_detalle.php?codigo=5637615&fecha=08/12/2021

¹⁰ <https://www.jalisco.gob.mx/es/prensa/noticias/135085>

- 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 to promote social protection access of women temporary agricultural workers: 1) Private sector and Jalisco's government, 2) Interstate collaboration pact between Oaxaca and Jalisco's governments.

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.

- The JP contributed to the development of the National Care System and a Law initiative presented in the Senate through technical assistance and inputs, the first of its kind as it considers an articulation mechanism to promote shared responsibility. The Secretary of Finance, the Senate and decision makers received solid arguments regarding the benefits and economic viability of the implementation of a national care policy, based on evidence and knowledge products for decision-making. The establishment of the System constitutes the legal basis for the provision of public services, infrastructure and public policies.
- A pilot on care services for children in Iztapalapa was implemented, demonstrating benefits in terms of women's economic participation and welfare of children, which constitutes an innovation as it adds to the provision of public services and promotes shared responsibility within the household, through a masculinities approach, and the State. 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. Both are replicable methodologies.
- Employers have increased their awareness of domestic workers' rights and the JP has contributed to the recognition of domestic work as decent work, through a communication campaign on the topic that had 12.5 million impressions.

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

- Women temporary agricultural work, domestic workers and their employers have tools of promoting safe workplaces especially in vulnerable jobs, after a webinar series on social protection and occupational health and safety and the dissemination of the guide for domestic workers and their employers for the prevention of COVID-19 and occupational hazards.
- 773 women temporary agricultural workers have increased their knowledge on the effective exercise of women temporary agricultural workers' labor rights and a human rights agenda of social protection has promoted by the JP in both the regions of origin and arrival of women temporary agricultural workers, through the promotion and dissemination of relevant information and the distribution of 2000 printed copies of the "Guide of social protection and human rights for women temporary agricultural workers".
- Domestic workers have improved technical skills and a better understanding of health and safety issues at the workplace, after training provided on these topics alongside the Institute for Labor Training (ICAT). 23 officials have capacities to carry out labor inspections to ensure compliance with regulations and 44 labor inspectors have the knowledge to implement an inspection protocol for the domestic work sector, after training provided by the International Training Center (CIF).

Policy integration and systems change

- Inter-institutional mechanisms, with the participation of the private and public sector were created through intersectoral roundtables on social protection in Oaxaca and Jalisco. This enabled awareness on the importance of social protection in both sectors. Additionally, it positioned the relevance of monitoring the improvement of policies and strategies that address the historical debts of social protection for vulnerable groups.

- Direct dialogue with local governments helped set a social protection agenda for women temporary agricultural workers not only at the subnational governments, but also at the federal government.

- Collaboration with local and national governments, academia, civil society and actors from the UN System in order to generate knowledge based on their experiences and develop methodologies that can be replicated at the national and local levels contributes to policy integration and coherent systemic change. For example, the methodology to estimate the costs and returns of investment in care services for children and the elderly was implemented in three costing studies in Mexico in collaboration with ECLAC and INMUJERES. It is the first methodology applied in the country that estimates the returns of investment and not only the costs, and can be replicated at national or local level. Also, a multi-stakeholder dialogue process from a territorial and pedagogical approach systematized different and complementary conceptualizations of care, as well as needs and proposals from various sectors, particularly from civil society organizations.

- The links between domestic work, temporary agriculture and care work, and its professionalization towards social economy opportunities (e.g. cooperatives) for women have been identified through a technical briefing that mapped regulatory and public and social solutions on care services, with the objective of promoting a pilot program in rural areas of Jalisco and Mexico City.

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 municipal governments 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 design of strategies and plans that improve the public offer of programs and projects that target vulnerable groups, such as 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, on the issue of improving social protection schemes and working conditions.
- Employers and government officials have also received training, evidence and knowledge products on social protection, labor rights and care policies. This allowed to raise awareness and promote action to support domestic workers, women temporary agricultural workers and care systems.
- Indigenous people and rural workers comprise another cross-cutting vulnerable group of the JP. A significant share of women in temporary agricultural work and domestic workers 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 labor 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 awarded to the Support and Training Center for Domestic Employees (CACEH) and the National Trade Union of Domestic Workers (SINACTRAHO) for capacity building and strengthening of their affiliation, and 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:

Total number: 51,117

Percentage of women and girls: 29.23%

- 1,956 people were directly trained in social protection by the JP, strengthening their capacities to increase women's access to social protection, 87.4% of them are women and girls. The number includes temporary agricultural workers, domestic workers, promoters of the social protection for women temporary agricultural workers, public servants from local and national government and representatives from the private sector.
- As of May 2022, 49,161 domestic workers are registered with social security, according to the official records of the IMSS, of which 33% are women, according to the latest data available (October 2021). Considering that 89% of the 2.2 million domestic workers in Mexico are women, there is an evident gender gap.
- An estimated 5,444 people working in connection with women temporary agricultural workers were impacted through watching virtual sessions and participating in virtual events organized by the JP in 2020 and 2021 with strategic stakeholders, public and private sector, civil society organizations and academia.
- Due to a collaboration agreement with the federal indigenous cultural broadcasting system, the JP has a weekly participation of 15 minutes in the program "Voces¹¹", which reached up to 13 million people through 22 community radio stations in indigenous regions in Mexico, including the population of the indigenous communities and the online streaming views.
- The campaign #EsLoJusto, to raise employers' awareness of women domestic workers' rights, reached 12.5 million impressions (number of times the materials were viewed) on social media and traditional media.

Mainstreaming Gender equality and women empowerment

- 1.1 Context analysis with an integrated gender perspective: 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 outputs: The design and implementation of JP's knowledge products, capacity building activities and technical and legal assistance considered 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 JP: 85%

Human rights

- 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.

¹¹ <http://ecos.inpi.gob.mx/>

- 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 labor 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, by accompanying the legislative process of the constitutional reform that recognizes this right in Article 4. Also, UN Women in collaboration with INMUJERES, carried out on December 10th, 2021 a high-level event *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

In order to achieve the JP objectives, a multi-sector and multi-stakeholder strategy was developed at the local, state and federal levels. Our main partner was the Executive Secretariat of the National Council of the 2030 Agenda of the Secretary of Economy. In addition, other main stakeholders were:

In order to achieve the JP objectives, a multi-sector and multi-stakeholder strategy was developed at the local, state and federal levels. Our partner was the Executive Secretariat of the National Council of the 2030 Agenda the Secretary of Economy. In addition, other main stakeholders were:

Federal government: Mexican Institute for Social Security (IMSS), Secretary of Labor and Social Protection (STPS), National Institute for Women (INMUJERES), Secretary of Welfare (BIENESTAR), Secretary of Finance and Public Credit (SHCP), National Institute of Indigenous and Afromexican People (INPI) Senate Gender Equality Committee and the Senate Labor and Social Security Committee, National Employment Service

Local governments and institutions:

Mexico City: Secretary of Labor and Employment Promotion (STYFE), Institute for Labor Training (ICAT), Secretary of Inclusion and Social Welfare (SIBISO) and Government of Iztapalapa

State of Chiapas: Secretary of Women's Affairs

State of Jalisco: Secretary of Labor and Social Protection (STPS Jalisco) and the Secretary of Substantive Equality between Women and Men (SISEMH) that led a coordination mechanism in which the following institutions participated: Secretariat of Health, Secretariat of Work, Secretariat of Agriculture and Rural Development, Institute of Statistical and Geographic Information of Jalisco. Municipality of Autlán Local Council.

State of Mexico: Secretary of Labor and Social Protection, State of México (STPS Mexico)

State of Oaxaca: Secretary of Welfare (SEBIEN Oaxaca), Secretariat of Women (SMO), Executive Secretariat of the Local System for the Comprehensive Protection of the Rights of Children and Adolescents, Coordination of Planning and Evaluation for Social Development of Oaxaca (COPEVAL), General Directorate of Population of Oaxaca, Oaxacan Institute for Migrant Care, Municipality of San Martín Peras.

Civil Society and workers' unions: National Trade Union of Domestic Workers (SINACTRAHO), Support and Training Center for Domestic Employees (CACEH), National Union of Workers (UNT), Red de Cuidados, YoCuido, Coalición por el Derecho al Cuidado Digno y al Tiempo Propio de las Mujeres (civil society care networks), Simone de Beauvoir Leadership Institute (ILSB), Hogar Justo Hogar (Domestic workers' employers association), The Hunger Project, World Vision, Eka Jiva A.C

Academia: El Colegio de Mexico, Higher Technological Institute of Teposcolula and the Higher College for Integral Intercultural Education of Oaxaca.

Private Sector: Driscoll's, Aneberries, Council for Agricultural and Agroindustrial Development of Jalisco , Mexican Association of Protected Horticulture (AMHPAC), and International Fruit and Vegetable Alliance for the Promotion of Social Responsibility, A.C.(AHIFORES)

International organizations: Economic Commission for Latin America and the Caribbean (ECLAC).

Donors: Ireland Embassy in Mexico

additional funding and/or financing

- Local government programs have been directed to address specifically the needs of the target population. In Jalisco, the public program "Fuerza Mujeres", with a total budget of \$140,000,000 Mexican pesos in 2021, included the modality B focused on indigenous women, with a \$21,000,000 Mexican pesos budget allocation to address their needs. The objective of the program is to invest in knowledge or specific skills for the development of a productive project, access employment or qualify for a better paid job, by providing economic resources, together with a preloaded training program in an electronic tablet. This strengthened the agenda for rural women from the Secretariat of Substantive Equality in the government of Jalisco.
- The government of Ireland will invest \$110,000 USD to continue with social protection actions for women temporary agricultural workers in Jalisco, focusing on projects that generate income and economic autonomy of rural women in Jalisco.
- Advocacy efforts were carried out and evidence was 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.
- PUNO's are working on a concept note to seek funding for a second phase of the JP, that will ensure sustainability of the results achieved and to promote the replicability and scalability of methodologies and activities in order to increase social protection for women in Mexico.

Strategic meetings

Type of event	Yes	No	Description/Comments
Annual JP development partners'/donors' event*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Advisory committee meeting, held virtually with relevant stakeholders (March 1 st , 2022) . Main partners and donors were invited to the final JP event on May 18 th , 2022. Attendees included representatives of the European Union, Spain, Germany and Ireland.
Final JP event (closing)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The final JP event was held at the United Nations Joint Office in Mexico City on May 18 th , 2022.
Other strategic events	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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)
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Signing of the collaboration pact between the state of Jalisco and the private initiative in favor of dignifying agricultural work (October 27, 2021)

	<input checked="" type="checkbox"/>		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)
	<input checked="" type="checkbox"/>		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)
	<input checked="" type="checkbox"/>		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. 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).
	<input checked="" type="checkbox"/>		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)
	<input checked="" type="checkbox"/>		Event of socialization of results for social protection for women temporary agricultural workers with the government of Oaxaca in March 14th, 2022.
	<input checked="" type="checkbox"/>		Event of socialization of results for social protection for women temporary agricultural workers with the government of Jalisco in March 30th and 31st, 2022.
	<input checked="" type="checkbox"/>		Dialogue towards the construction of the National Care System, organized with INMUJERES. It consisted of a presentation event and 3 regional working tables with the participation of representatives of the federal government, local governments, academia, international organizations, civil society and women caregivers (April 8th to May 12th, 2022).

Innovation, learning and sharing

- 647 people (domestic workers, government agents and civil actors) received training in different areas of social protection for domestic workers: occupational safety and health, technical skills, labor inspection, empowerment of domestic workers, and public financing for social protection analysts.
- Increased capacities in 136 key institutions through training on Social Protection Floors and the barriers to extend coverage to domestic and agricultural temporary workers, as well as to indigenous populations.
- Regarding care work, a capacity building strategy has resulted in 1) local governments of Iztapalapa, Tlahuac and Xochimilco have increased their knowledge on care work and have identified programs and policies that can be the basis of local care systems. 2) the federal government (the Senate and SCHP) has evidence and has used tools and methodologies to estimate costs of care services and conclude these are an investment that contributes to social welfare, employment generation and increasing women's participation in the labor market and increases public and family income. 3) the identification of common and differentiated concepts around care work, needs and proposals have been made through a multistakeholder, territorial and pedagogical dialogue that promoted participatory and shared learning
- The JP has installed a mechanism for the exchange and sharing of social protection initiatives for women temporary agricultural workers. The local roundtables will follow-up on these actions. An event to exchange best practices on social protection for women temporary agricultural workers took place in June 2021, with the participation of 650 people from local and federal governments, agribusiness companies, civil society and academia.
- 1261 people (773 temporary agricultural workers, 242 promoters of social protection, 207 public servants and 39 people from the private sector) have the skills for the promotion and adaptation of public policies that take into account women temporary agricultural workers' rights, through capacity building activities.

II. Final Results

Overall progress

- All expected results achieved
- Majority of expected results achieved
- Only some expected results achieved

Please, explain briefly:

The JP Program achieved an important level of expected results. Regarding Result 1, the law initiatives or reforms, policies and changes in regulations promoted to improve women's access to social protection and care services were prepared, proposed and formally presented in Congress. At the federal level, however, their implementation is pending since these depend on Congress approval (The Social Security Law initiative for domestic workers is pending approval by the Chamber of Deputies and the General Law of the National Care System pending approval by the Senate). Both are currently in formal recess and restart their work in September 2022. However, local policies were implemented. For example, the child services pilot in Iztapalapa and the strategies of extended protection approved for day laborers agricultural projects in the states of Jalisco and Oaxaca, that were worked under an approach of gradualness considering stages in the short, medium and long term for its implementation.

Result 2 was achieved. Key stakeholders strengthened their capacities to improve women's access to social protection and care services.

Contribution to Fund's global results

⇒ **Contribution to Joint SDG Fund Outcome 1 (as per targets set by the JP)**

- Integrated multi-sectoral policies to accelerate SDG achievement implemented with greater scope and scale
- The programme developed actions and products that contributed to the development and/or adoption of a permanent social protection regime for domestic workers and an inspection protocol in the workplace for domestic workers, the launch of the National Care System, a legal reform on the right of care, and two social protection plans and strategies for women agricultural workers.
- The programme developed the first care services pilot at local level, in Iztapalapa.
- Although the formalization strategies for domestic workers in two states was not possible because they depended on the approval of the mandatory social security regime, the debate in the Senate on the approval of the mandatory social security system for domestic workers and the labor affairs, labor and social security commission of the congress of Mexico City, diagnostics and other knowledge products were developed and launched to build the necessary knowledge and foundations of the strategies.
- The above was achieved through close collaboration with national and local partners from all sectors, technical assistance, development of knowledge products and capacity building.

⇒ **Contribution to Joint SDG Fund Output 3 (as per targets set by the JP)**

- Integrated policy solutions for accelerating SDG progress implemented

- The JP implemented the pilot of the National Care Strategy in the municipality of Iztapalapa, in Mexico City. The methodology and tool box are replicable in other municipalities.
- In collaboration with national and state authorities, the JP provided technical assistance and promoted 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, both are pending approval in Congress. The first inspection protocol for domestic work has not been developed 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, and in 2022 a training was conducted for the Secretary of Labor and Social Welfare so that they know how to develop the protocol when the initiative is approved.
- A technical report on care services was developed, with the objective of promoting a pilot program in rural areas of Jalisco and Mexico City, based on a regulatory and public and social solutions mapping on care services, linking these to social and solidarity economy opportunities (e.g. cooperatives) for women temporary agricultural workers and domestic workers.

JP Outputs and Outcomes

⇒ Achievement of expected JP outputs

Output 1.1. Permanent social regime for domestic workers drafted and tailored formalization strategies adopted.

- Number of key national and local policies and legal framework revised and adopted: 7
- Number of knowledge products drafted: 7
- Technical assistance during the process of implementing Convention 189 for domestic workers: Technical support has been provided to government institutions by formulating recommendations to the mandatory social security initiative for domestic workers, in order to enrich this initiative to comply with ILO Convention 189.
- Technical assistance and elaboration of the documentation of IMSS' pilot project experience.
- Elaboration of the diagnostics on barriers for domestic workers regarding formalization and access to social security in 5 States (Oaxaca, Chiapas, CDMX, Edomex, Jalisco)
- Guide on occupational safety and health and COVID-19 for employers and domestic worker
- Capacity building of labor inspectors to develop an inspection protocol for the domestic work sector.
- Preparation of a regulatory study to assess the possibility of implementing Convention 190.

1.2. National Care Strategy with local perspectives formulated as a pillar of the social protection system

- Number of key national and local policies and legal framework revised and adopted: 1 adopted, 2 revised.
- Number of knowledge products drafted: 17

A key local policy revised and adopted was the pilot on care services for children (4-8 years old) in Iztapalapa, with that aimed to promote the redistribution of care work. 94.4% of women who are primary caregivers used the freed time for paid work; 44% of children learned new things in the times dedicated to support homework; 38.9% were happier as they spent time with other children; 11.1% improved their school performance. Paternity workshops with men were also provided to promote co-responsibility within their homes. The methodology and toolbox are replicable in other municipalities.

At national level, 2 national policies and legal frameworks were revised: 1) the constitutional reform that recognizes the right to care and 2) the General Law of the National Care System, however, both pending approval of the Senate. Nevertheless, the JP has contributed to laying the foundations of a National Care System through a 360 strategy.

- Technical assistance, inputs, the systematization of international legislative experiences, and multi-stakeholder, pedagogical and territorial policy dialogue contributed to the creation of a National Care System and the legislative process (in particular, the law initiative that creates the System and the constitutional reform that recognizes the right to care).
- The Executive and Legislative branches of government have accessed evidence to conclude that investing in care services is economically viable and contributes to social well-being: 16 knowledge products (*see Annex 2: Strategic documents*) and the Methodology to estimate costs and returns of investment (employment and tax) in care services for children (0-5 years old and 6-12 years old) and the elderly. It is a decision-making tool that provides prospective and progressive scenarios on care services coverage that can be replicated at local and national level; it has been developed in the state of Puebla¹² and countries in Latin America and Spain have shown interest, it is a key contribution of the JP to the Global Alliance for Care.

1.3. Tailored social protection and formalization strategy designed for women agricultural workers considering local perspectives

- Number of action plans developed to increase access to social protection for women temporary agricultural workers: 2

¹² The methodology was adapted and applied in the State of Puebla at the request of the Secretariat of Finance.

- 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 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 Intersectoral round-tables for social protection in Oaxaca and Jalisco formalized their collaboration with the signature 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.
- 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.

2.1. Key stakeholders equipped with knowledge of social protection extension

- 44 labor inspectors received training of labor inspection, with the main objective to elaborate a future inspector protocol.
- 150 domestic workers received a training course on technical skills for domestic workers and on Occupational Safety and Health (with ICAT).
- 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.
- 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 the identification of existing policies and programs that can contribute to a local or national care system.
- A curricular proposal for the professionalization of care work has been redesigned with ICAT to include a gender and human rights perspective. It can be replicated in other municipal or state training institutes.
- 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 labor 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 2000 printed copies of the "Guide of social protection and human rights for women temporary agricultural workers".

2.2. Domestic workers and employers have increased their knowledge on how to access social protection regime for domestic workers

- Changes in employers' perceptions of domestic workers' rights: the campaign successfully raised awareness and generated empathy among employers about the unjust situation faced by domestic workers and their labor rights, they concluded that their situation was unfair and that they deserved better work conditions; 74% positive sentiment in Twitter social media posts.
- Number of campaign views on social networks: 12,517,648 impressions on social networks; 1,409,278 views of the social experiment video and 98 media mentions

The campaign [#EsLoJusto](#) successfully raised awareness and generated empathy among employers about the unjust situation faced by domestic workers and their labor rights, according to the evaluation. This was possible due to the innovative and effective messaging, mainly received through a social experiment video and graphic materials- the evaluation concluded¹³. The campaign was launched on January 19th, 2022 and ended on February 7th, 2022, particularly in the metropolitan areas of Mexico City and Guadalajara (Jalisco), with national impact. It was designed based on evidence and a rigorous research process. 20 government entities and social organizations joined the campaign by providing key inputs and disseminating the materials.

⇒ **Achievement of expected JP outcomes**

Outcome 1. Integrated multi-sectoral policies on women's access to social protection implemented

- Number of multi-sectoral policies and formalization proposals to increase women's access to social protection implemented (in terms of scope): 7
- Number of institutions participating in the implementation of multisectoral policies to increase women's access to social protection (in terms of scale): 52

¹³ The campaign independent evaluation was carried out by Kantar México, between March and May 2022. The final evaluation report is available upon request.

The Program has developed actions and products that allowed and/or contributed to the achievement of the following: (a) a proposal for a General Law on the National Care System and a constitutional reform on the right to care; (b) a proposal for a permanent regime law for domestic workers; and (c) two expanded social protection strategies for agricultural day laborers in the states of Oaxaca and Jalisco.

The proposed enhancements to the normative framework at the national level promoted by the Program -permanent regime for domestic workers and the National Care System- await approval by the Chamber of Deputies and the Senate, respectively. At the local level, the strategies of extended protection for agricultural laborers in Jalisco and Oaxaca are approved and a care system pilot for children (4 to 8 years old) was achieved in Iztapalapa, which presents a methodology to develop local care systems and a toolbox to replicate them in other municipalities. A pilot proposal has been developed to be implemented in rural areas of Jalisco and/or Mexico City that links care services to social and solidarity economic opportunities for domestic and women temporary agricultural workers.

These policies were built in multi-actor and multisectoral spaces, which have involved the federal government, deputies, senators and local governments with direct competence in improving social protection, as well as the private sector, academia, civil society organizations, domestic workers and women temporary agricultural workers.

- Number of action plans developed to increase access to social protection for women temporary agricultural workers

These plans are: 1) "Strategy and social protection plan for women temporary agricultural workers in Oaxaca", ; and 2) "Strategy and social protection plan for women temporary agricultural workers in Jalisco". Both were presented to public authorities and are currently being implemented.

Outcome 2. Key stakeholders use their strengthened capacities to increasing women's access to social protection

- % increase in affiliation amongst domestic workers: 1.8% (49,000 domestic workers)
- Number of people reached by campaigns and dissemination activities: 12.5 million impressions

Key stakeholders -women temporary agricultural and domestic workers and their unions (CACEH and SINACTRAHO), civil society organizations, local governments (Oaxaca (SEBIEN) , Jalisco (STPS Jalisco, SISEMH)), Chiapas, Mexico, Mexico City (STYFE), Iztapalapa, Tlahuac, Xochimilco), the Senate, SChP, STPS, IMSS, INMUJERES- have strengthened capacities to improve women's access to social protection and care services in: (a) technical knowledge about social protection and care; (b) updated diagnoses, innovative views on social protection and a gender perspective; and (c) development of innovative instruments to promote access to decent employment, social protection and care services.

This was achieved through different actions and strategies: courses, workshops, a communication strategy, systematizing and sharing best practices, technical advice and the development of tools and methodologies for decision making. Also, curricular proposals for the professionalization of domestic and care work with a gender and human rights perspective were developed.

⇒ Monitoring and data collection:

The JP had an integrated monitoring system to ensure the correct implementation of the program, including following up on agreed outcomes, outputs, activities and indicators. A coordination mechanism, led by ILO, was established in which PUNOs constantly met to share updates and define joint strategic actions. Also, the JP followed the reporting requirements of the RCO, which facilitated the alignment with the UNSDCF. All of this contributed to the transparency of the management and the timely development and adjustment of the programming. Each agency had its internal follow-up system of the JP.

PUNOS had bilateral meetings with their main partners to monitor progress. However, a lesson learned is that the advisory group could have been convened more frequently for it to provide more guidance and ensure shared strategies. Also, the JP could have been strengthened by including impact indicators to account for the desired changes, and not only process and outcome indicators.

III. JP finalization and evaluation

Final JP evaluation and lessons learned

The date when the evaluation was launched (month/year): February 2022

The date when the evaluation report was approved (month/year): May 2022

- **Pertinence and validity of the design:** The Program was aligned with a large part of the relevant public policies to address the social protection gaps faced by women in Mexico: decent work, gender equality and the right to care. There is consensus among the actors consulted that, due to the issues addressed, it is a strategic Program for public policy makers at all levels of government (national and sub-national). It is pertinent as it proposes to address the structural causes of the

lack of social protection of women and, specifically, of domestic workers and agricultural day laborers; and ensures a specialized intervention with the participation of three agencies with expertise.

- **Effectiveness:** The Program achieved an important level of expected results. a) Regarding Outcome 1, policies and changes in regulations promoted to improve women's access to social protection and care services were prepared and proposed, pending their implementation. The strategies of extended protection approved for temporary agricultural workers in Jalisco and Oaxaca were worked under a more realistic and progressive approach considering stages in the short, medium and long term for its implementation. b) In Outcome 2, partners have strengthened their capacities to improve women's access to social protection and care services. c) The Program's responses to the COVID-19 pandemic in terms of adjusting programming and activities were appropriate. d) A significant degree of incorporation of the gender approach was achieved in the design and implementation of the Program. The factors that explain the concretion of results of the Program are mainly the following: (i) a political dialogue strategy based on evidence, which allows the participation of the decisive actors in the improvement of the social protection of women and important levels of appropriation; (ii) it built on the existing institutions at the different levels of government and/or in the territories, such as work and promotion networks, mechanisms and specialized instances in job training; (iii) it complemented what the partner instances of the central government or subnational governments had already been doing and gave it added value; and (iv) the expertise, experience, and work methodologies of the PUNOs involved.

- **Efficiency:** Joint strategies have been implemented between agencies on social dialogue, the communication campaign on the rights of domestic workers, and the monitoring process. Joint strategies have been less visible regarding gender, formalization of work/employment, labor inspection, care strategy for the two target groups. A sufficiently integrated monitoring system contributed to the transparency of management and the timely development and adjustment of programming. Inter-agency: the three agencies, each one from its component, develop actions towards social protection with a gender approach; the challenge is to achieve joint and transversal views and strategies on the same problem to be addressed.

- **Orientation towards impact and sustainability:** There is evidence of the Program's contribution to the development of policies and regulations that should allow in the future, once they are implemented, to improve the access of women, domestic workers and temporary agricultural workers to social protection and care services. This contribution consisted of inputs that nurtured the processes of change initiated by the Mexican State; the Program has been an enabler of actions aimed at defining advances in the social protection of women.

- **Lessons learned:** 1) The times of politics are different from those of programming. 2) Political dialogue supported by evidence as an effective strategy. 3) Interagency in an intervention needs to be built, it is not a starting point but an arrival point. 4) The appropriation and sustainability of an intervention must be promoted taking into account the different levels of management and decision-making in the partner institutions with competences in social protection. 5) Sustainability must be worked with those who stay in the territory. 6) Having a joint and explicit strategy to incorporate the gender approach across the components of an intervention contributes to achieving better results.

- **Good practices:** 1) The diagnosis and mapping of care services and the identification of care gaps as an entry point to develop care models/services is a practice that allows building on what already exists and identifying new needs and/or a population segments without care and/or new services and/or the need to improve existing services. 2) Systematizing and disseminating the results together with the executing actors, facilitate the generation of references, replication and scaling up. 3) The use of existing institutional capacities and the generation of added value from them allows them to be strengthened and results in cost-effective actions and sustainable products. 4) Carrying out communication campaigns is key as part of comprehensive strategies aimed at achieving (in the medium and long term) cultural and behavioral changes in decisive actors for defining women's access to social protection (public policy decision makers, employers of domestic workers, employers of agricultural workers).

- **Recommendations:** 1) Define effect and impact indicators on the effective access of women workers in vulnerable situations to social protection and services. 2) Develop a pilot of care services in rural areas. 3) Work on a line of employment and income generation and livelihood assurance, in the case of temporary agricultural workers. 4) Work on a line of labor inspection with a gender approach to comply with the labor rights of domestic workers and agricultural day laborers, identifying the real possibilities and the resistance of the Mexican State to develop the necessary mechanisms and human resources to extend the labor inspection as a strategy for the fulfillment of the rights of these labor groups. 5) Take into account the heterogeneity that characterizes employers (of domestic workers and temporary agricultural workers) in the diagnoses of social protection in order to identify the routes to follow and the most appropriate strategies for these employers to promote the social protection of women workers. 6) Deepen the understanding of the impacts of the pandemic on vulnerable groups. Gaps in connectivity and digitization that affect rural and indigenous women above all, should be considered in the expanded social protection strategies that have been achieved in the development of the Program. 7) Work on the links between local and national social protection policies for temporary agricultural day workers. 8) Strengthening the inter-agency nature of joint programs requires innovations in forms of organization, work, and communication that allow convergence, integration, and transversality of the specialties and capacities of the participating agencies.

After the JP: follow-up and possibilities for sustainability of the impact and further scaling

PUNO will continue to work closely to increase women's access to social protection in Mexico, as the main challenge is to guarantee the appropriation and sustainability of the results achieved so far.

PUNOs will also share with other agencies and within our own the best practices, lessons learned and the evaluation's recommendations on interagency work to strengthen other processes and joint programmes in order to achieve better results. ILO, FAO and UN Women, in coordination with the RCO, are working on a concept note and the design of the second phase of the programme to ensure sustainability of achieved results and to promote the replicability and scalability of methodologies developed by the JP, in order to increase social protection for women in Mexico and decent employment. The proposal will

be presented to potential donors in the country. The participating agencies, with support from the Resident Coordinator, will continue to strengthen their joint work and coordinate efforts to follow up on the outcomes of the JP, and particularly on:

Social protection for domestic workers:

- Continue providing assistance and technical support in the implementation process of Convention 189 for domestic workers to guarantee its correct application.
- The social security law for domestic workers is in the final phase of approval in Mexico, pending approval by the Chamber of Deputies. The future approval of this initiative highlights the need to establish a labor inspection system for domestic workers (as indicated in Convention 189). As a result of the project, 44 federal and state labor inspectors were trained in labor inspection systems for the domestic workers sector. Based on these training sessions, a report has been prepared that includes the inputs obtained by the labor inspectors, as well as some recommendations for the preparation of a future inspection protocol for domestic workers, pending the inspection protocol that supports the development of the labor inspection system.
- Continue providing assistance and technical support in the implementation process of Convention 190.
- Follow up on training: follow up on training to generate continuity in different areas of social protection for domestic workers: occupational safety and health, technical skills, labor inspection, empowerment of domestic workers, and public financing for social protection analysts.

National Care Policy

- Technical assistance to the construction of the National Care System will continue, in particular to follow up on the legislative process and approval of the constitutional reform and the General Law of the National Care System proposals, increase coverage and quality of care services, professionalize care work, and promote a sociocultural change for the recognition, redistribution and reduction of unpaid care work.
- Dialogues are being carried out to replicate and escalate methodologies that were developed by the JP, at local, national and international levels. In particular, the care services pilot and the methodology to estimate the costs and returns of investment of care services for children and the elderly. Local and national governments have shown interest in the latter (e.g. Jalisco in Mexico, Spain, Paraguay, Perú and Dominican Republic), at the same time it is a key contribution to the Global Alliance for Care, which is a platform for potentially replicating it worldwide.
- Support the development of state and local care systems, based on the local contexts with particular focus on rural areas to ensure leaving no one behind.

Women temporary agricultural workers:

- Work and engagement with government and local partners will continue. Relationships with subnational governments have been established, and they have expressed their interest in the creation of local strategies for increasing the social protection for temporary agricultural workers, installing the intersectoral mechanism of decision-making. The private sector continues to be interested in improving the working conditions of the temporary agricultural workers, with the work welfare model to be launched by Jalisco's government in the next months.
- The government of Ireland has financed a one-year program with special focus on rural women, including temporary agricultural workers, with the objective of improving rural decent work for women and promoting mentorship networks between temporary agricultural workers, producers and entrepreneurs.
- Rural decent work will continue to be promoted through the program financed by Ireland and the agencies will look for the continuity of the JP in this topic, taking advantage of the direct dialogues with the stakeholders involved. Some of the topics that could be reinforced are:
 - Promotion of co-responsibility actions between private and public sectors and between local governments to achieve better working conditions and social protection for temporary agricultural workers.
 - Support for local governments to improve working inspections strategies in rural areas with the involvement of employers.
 - Promote the professionalization of the women temporary agricultural workforce with certification schemes, for an equal and fair working relationship, starting with agribusiness implementing good practices in the places of arrival of the women temporary agricultural workers.
- The findings of the technical briefing on care services will be resumed interagency, with the focus of promoting a pilot program in rural areas where the JP focused and where the network of promoters of social protection for women temporary agricultural workers have been established.

Annex 1: Consolidated Final Results

1. JP contribution to global Fund's programmatic results

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

SDG: 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.

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

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

Outcome indicators	Expected final target	Final result	Reasons for variance from planned target (if any)
1.1: Number of integrated multi-sectoral policies that accelerated SDG progress in terms of scope ¹⁴	5	4	<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>The National Care System Law initiative was presented by a group of Senators on November 30th, 2021, but will be discussed in 2022.</p>
<p><i>List the policies:</i></p> <ul style="list-style-type: none"> By the end of the JP, the programme 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. 			

¹⁴Scope=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 ¹⁵	9	6	
<p><i>List the policies:</i></p> <ul style="list-style-type: none"> • By the end of year 2, the programme 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. 			

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

Output indicators	Expected final target	Final result	Reasons for variance from planned target (if any)
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 scheme for domestic workers has not yet been approved by the Chamber of Deputies, which is a necessary condition for the development of the protocol.</p> <p>Progress has been made on the coordination mechanism of the National Care Strategy, however the Law initiative is pending Senate approval.</p>

Did your Joint Programme contribute to strengthening of national capacities to implement integrated, cross-sectoral SDG accelerators?

Yes

No

Explain briefly:

- More than 1,956 people were trained, including local and federal public servants, legislators, agricultural laborers, promoters of social protection, domestic workers, and employers. The topics were social protection, promotion of the human rights agenda, gender equality, economic empowerment, care work, safety and health at work, and labor inspection.
- The JP helped articulate the work of different sectors, mainly local and national governments from different Secretariats and private sector, in order to promote an integrated and cross sectoral approach to the accomplishment of the SDG.

2. Results as per JP Programmatic Results Framework

¹⁵Scale=geographical expansion: local solutions adopted at the regional and national level or a national solution adopted in one or more countries.

Result / Indicators	Baseline	Expected final target	Final result	Reasons for variance from planned target (if any)
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	7	The proposal for a General Law of the National Care System and the constitutional Reforms have been officially presented in Congress, with support and technical assistance of the JP, but are pending approval by the Senate. The care service pilot was adopted and implemented in Iztapalapa.
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	7	Includes the diagnostics on barriers of formalization and social protection for domestic workers of Chiapas (published), Mexico City, State of Mexico, Jalisco, Oaxaca. And the study of results of the pilot test of the IMSS.
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	The General Law of the National Care System and the constitutional Reforms have been officially presented in Congress, with support and technical assistance of the JP, but are pending approval by the Senate. The care service pilot was adopted and implemented in Iztapalapa.
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	
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 (2019)	2% (46,000 domestic workers)	1,8% increase (49,161 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	12.5 million	
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	After the start of the COVID-19 pandemic, adjustments made to transition to a virtual mode allowed greater reach of training activities.
Output 2.1. Indicator Number of people trained in social protection issues	0	240	1956	After the start of the COVID-19 pandemic, adjustments made to transition to a virtual mode allowed greater reach of training activities.
Output 2.1. Indicator Number of courses validated by training institutions	0	3	5	
Output 2.2: Domestic workers and employers have increased knowledge on the access to social protection regime for domestic workers				

<p>Output 2.2. Indicator Changes in employers' perceptions of domestic workers' rights</p>	<p>To be developed according to the design of the communication strategy</p>		<p>Given that a baseline quantitative study was not possible, it was decided to focus the efforts in a robust qualitative evaluation that comprised several focus groups with the target audiences as well as a social listening that analyzed the conversations posted regarding the campaign.</p> <p>The focus groups allowed us to prove that the campaign successfully raised awareness and generated empathy among employers about the unjust situation faced by domestic workers and their labor rights.</p> <p>According to the participant employers in the focus groups, the campaign was successful in addressing them and making them think about the labor rights of domestic workers. They</p>	<p>The campaign did not develop a baseline, and therefore an expected final target was not defined.</p> <p>The campaign independent evaluation was carried out by Kantar México, between March and May 2022. The final evaluation report is available upon request.</p>
--	--	--	---	---

			<p>concluded that their situation was unfair and that they deserved better work conditions.</p> <p>The social media listening showed 74% positive sentiment in Twitter social media posts that were part of the campaign</p>	
Output 2.2. Indicator Number of campaign views on social networks	To be developed according to the design of the communication strategy		<p>12,517,648 impressions on social networks and media</p> <p>1,409,278 views of the social experiment video (Facebook, Twitter, Instagram and TikTok)</p> <p>17 interviews and 2 editorial columns</p> <p>98 media mentions with an estimates commercial value of \$225,342.35 USD</p>	<p>The campaign did not develop a baseline, and therefore an expected final target was not defined.</p> <p>The campaign was shared on social media by partners and other government and civil society organizations, in addition to around 20 influencers and opinion leaders (Ximena Sariñana, Tenoch Huerta, Azucena Uresti, Regina Blandón, Sandra Echeverría, Vanessa Bauche, Ophelia Pastrana, Erik Hayser, Magos Herrera, Darío Yazbek; Leonardo Curzio and Pamela Cerdeira, Marion Reimers, Carmen Sarahí, Claudia Lizaldi, Patricia Mercado, Micher, Marcelina Bautista)</p> <p>The materials were on nearly 100 screens throughout the month in public spaces and shopping centers in Mexico City and</p>

				<p>Jalisco (Parque Delta, Perisur, Patio Santa Fe, Galerías).</p> <p>The campaign independent evaluation was carried out by Kantar México, between March and May 2022. The final evaluation report is available upon request.</p>
--	--	--	--	---

Annex 2: Strategic documents

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)	<i>If published, provide the hyperlink</i>
The labour market of paid domestic workers in Chiapas and recommendations for their formalization (Diagnostic on barriers for domestic workers regarding formalization and access to social security in Chiapas)	March 2020	Yes	Yes	Yes	Yes	Yes	

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) and policy brief	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/digitaleca/publicaciones/2021/12/el-cuidado-de-las-personas-adultas-mayores-en-situacion-de-dependencia-en-mexico
<u>Costs, returns, and effects of a universal, free, and quality child care system in Mexico (0-5 years old) and Policy Brief</u>	December 2020	Yes	Yes	Yes	Yes	Yes	https://mexico.unwomen.org/es/digitaleca/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	

Final document with conclusions and recommendations of the Dialogue towards the construction of the National Care System	May 2022	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)	<i>If published, provide the hyperlink</i>
AGREEMENT number ACDO.AS2.HCT.220720/19 O.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 social media.	August 2020	Yes	No	Yes	Yes	Domestic s workers	No	No
Audiovisual capsules in native languages (Nahuatl, Mixteco and Maya Tsotsil) on social security affiliation benefits for domestic workers, which were distributed through social media.	April 2022	Yes	No	Yes	Yes	Domestic s 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)

Annex 3: Results questionnaire

- Complete online using the following link: <https://forms.office.com/r/DfvPvaGfsg>.

Annex 4: Final report on JP evaluation