











# Mexico

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>82.5</b>	<b>65.8</b>	<b>41.3</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Mexico, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Mexico City). The scores for Mexico are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	100.0	100.0	75.0	75.0	100.0	75.0	50.0	75.0	100.0	75.0
Supportive frameworks score	75.0	100.0	66.7	50.0	100.0	66.7	50.0	100.0	0.0	50.0
Expert opinions score	0.0	75.0	37.5	25.0	68.8	50.0	25.0	31.3	50.0	50.0

In summary, the **WBL 2.0 legal frameworks score** for Mexico (82.5 out of 100.0) is higher than the global average (64.2) and higher than the Latin America & Caribbean regional average (69.1). When it comes to laws affecting women's safety, constraints on freedom of movement, constraints related to marriage and laws affecting women's property and inheritance, Mexico obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Mexico is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Mexico may wish to consider putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Mexico (65.8 out of 100.0) is higher than the global average (39.5) and higher than the Latin America & Caribbean regional average (38.6). When it comes to supportive frameworks affecting freedom of movement, supportive frameworks related to marriage and supportive frameworks related to women starting and running a business, Mexico obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for

Mexico is on the indicator measuring supportive frameworks affecting women's property and inheritance. To improve on the Assets indicator, Mexico may wish to consider putting in place mechanisms or incentives to encourage women to register immovable property, putting in place awareness measures to improve women's access to information about marital and inheritance rights and publishing anonymized sex-disaggregated data on property ownership on a regular basis.

The **WBL 2.0 expert opinions score** for Mexico (41.3 out of 100.0) is lower than the global average (65.7) and lower than the Latin America & Caribbean regional average (61.8). Mexico does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Mexico is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Ley General de Acceso de las Mujeres a una Vida Libre de Violencia, Arts. 6(I)-(V), 7, 27-34 Quaterdecies y Título II, Cap. VI; Código Penal Federal, Arts. 265, 265 bis, 266 bis(II), 300 y 343 bis-343 quáter; Ley de Acceso de las Mujeres a una Vida Libre de Violencia del Distrito Federal, Arts. 6(I)-(V) y 62-72; Código Penal para el Distrito Federal, Arts. 31(VII), 174 y 200-202
Is there legislation on femicide?	Yes	Código Penal Federal, Art. 325; Código Penal para el Distrito Federal, Título Primero, Cap. VI, Art. 148 Bis
Is there comprehensive legislation on sexual harassment?	Yes	Código Penal Federal, Arts. 30-31 Bis y 259 bis; Ley Federal del Trabajo, Arts. 3 bis, 51(II), 52, 133(XIII) y 994(VI); Ley General de Acceso a las Mujeres a una Vida Libre de Violencia, Arts. 10, 11, 13 y 20 Quáter-20 Sexies; Código Penal para el Distrito Federal, Arts. 42 y 179
Is there legislation on child marriage?	Yes	Código Civil Federal, Arts. 148, 156(I) y 235(II); Ley General de los Derechos de las Niñas, Niños y Adolescentes, Art. 45; Código Civil para el Distrito Federal, Arts. 110, 148, 156(I) y 235(II)
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Reglamento de Pasaportes y del Documento de Identidad y Viaje y por la Secretaría de Relaciones Exteriores, Art. 14
Can a woman choose where to live in the same way as a man?	Yes	Código Civil para el Distrito Federal, Art. 163
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Constitución Política de los Estados Unidos Mexicanos, Art. 30; Ley de Nacionalidad, Art. 20
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	Código Civil para el Distrito Federal, Art. 169
Does the law prohibit discrimination in employment based on gender?	Yes	Ley Federal del Trabajo, Art. 133
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	Yes	Ley Federal del Trabajo, Art. 330-A
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		

Can a woman be “head of household” or “head of family” in the same way as a man?	Yes	Código Civil para el Distrito Federal, Arts. 164 y 168
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil para el Distrito Federal, Art. 162
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil para el Distrito Federal, Arts. 266 y 267
Does a woman have the same rights to remarry as a man?	Yes	Código Civil para el Distrito Federal, Art. 158
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	No	Ley Federal del Trabajo, Art. 170
Are leave benefits for mothers paid solely by the government?	Yes	Ley del Seguro Social 1995, Arts. 11 y 13
Is there paid leave available to fathers?	Yes	Ley Federal del Trabajo, Art. 132 XXVII bis
Is dismissal of pregnant workers prohibited?	Yes	Ley Federal del Trabajo, Arts. 133(XV) y 995
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Ley General de Prestación de Servicios para la Atención, Cuidado y Desarrollo Integral Infantil, Arts. 8, 39 y 40; Ley del Seguro Social, Arts. 11(5) y 204; Ley que Regula el Funcionamiento de los Centros de Atención y Cuidado Infantil, Arts. 4(III), 5(I) y 6; Ley de Educación de la Ciudad de México, Arts. 7 y 15(I)
Does the law establish any form of support to families for childcare services?	Yes	Ley del Seguro Social, Arts. 211 y 11(5); Sitio Web Oficial del Instituto del Seguro Social (IMSS)
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Código Civil para el Distrito Federal, Arts. 2 y 172
Does the law prohibit discrimination in access to credit based on gender?	Yes	Ley general para la igualdad entre mujeres y hombres, Arts. 3 y 5(IV); Ley de instituciones de crédito, Art. 44 bis 4
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Ley de Adquisiciones, Arrendamientos y Servicios del Sector Público, Art. 14
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Código Civil para el Distrito Federal, Arts. 830-853, 183, 189(VII) y 194; Constitución Política de los Estados Unidos Mexicanos, Art. 27; Ley Agraria, Art. 12
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil para el Distrito Federal, Arts. 1602(I) y 1607-1614
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Código Civil para el Distrito Federal, Arts. 1602(I) y 1624-1629
Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil para el Distrito Federal, Arts. 164 y 164 bis
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Ley del Seguro Social 1995, Art. 162
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
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**Safety**

Has the government developed comprehensive mechanisms to address violence against women?	Yes	Norma Oficial Mexicana NOM-035-STPS-2018, Factores de riesgo psicosocial en el trabajo-Identificación, análisis y prevención; Protocolo de actuación frente a casos de violencia laboral, hostigamiento y acoso sexual, dirigido a las empresas de la República Mexicana; Lineamientos para prevenir y atender el acoso sexual en el transporte público colectivo; Campaña contra el acoso sexual callejero "Rechazar el acoso callejero también es sana distancia" del Instituto Municipal de las Mujeres; Centros de Justicias para las Mujeres; Fiscalía Especial para los Delitos de Violencia Contra las Mujeres y Trata de Personas; Programa Único de Capacitación en materia de Género y Derechos Humanos del Estado de México 2022
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Instituto Nacional de las Mujeres: INMUJERES
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Presupuesto de Egresos de la Federación para el ejercicio fiscal 2023

**Mobility**

Are passport application processes the same for women and men?	Yes	Passport application form; Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	Yes	Estrategia Nacional de Movilidad y Seguridad Vial (2023-2042), Secretaría de Desarrollo Agrario, Territorial y Urbano; Plan Nacional de Desarrollo (2019-2024), Gobierno de México; Plan Estratégico de Género y Movilidad (2019)

**Workplace**

Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Norma Mexicana NMX-R-025-SCFI-2015 en Igualdad Laboral y No Discriminación
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Consejo Nacional para Prevenir la Discriminación (CONAPRED) - Ley Federal para Prevenir y Eliminar La Discriminación, Arts. 1, 4, 9 (III-V) 16 and 43

**Pay**

Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Insufficient evidence located

**Marriage**

Is there a fast-track process or procedure for family law disputes?	Yes	Ley de Mediación, Conciliación y Promoción de la Paz Social para el Estado de México, Art. 24
Are there specialized family courts?	Yes	Ley Orgánica del Poder Judicial de la Ciudad de México, Art. 62
Is legal aid available for family law disputes?	Yes	Sistema para el Desarrollo Integral de la Familia (DIF)

**Parenthood**

Is it possible to apply for maternity benefits through a single government application process?	Yes	Solicitud de Incapacidad por Maternidad - Instituto Mexicano del Seguro Social
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	Yes	Instituto Nacional de Estadística y Geografía (INEGI): Cuenta Satélite del Trabajo No Remunerado de los Hogares de México 2021

**Childcare**

Is there a publicly available registry or database of childcare providers?	Yes	Sitio Oficial del Gobierno de la Ciudad de México, Directorio - Centros de Atención y Desarrollo Infantil (CACDI)
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Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents? Yes Sitio Web Oficial del Instituto del Seguro Social (IMSS)

Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers? No Insufficient evidence located

Has the government published any reports on quality of childcare services within the last 3 years? No Insufficient evidence located

### Entrepreneurship

Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis? Yes Instituto Nacional de Estadística y Geografía (INEGI)

Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment? Yes Mujeres RIF Crezcamos Juntas; Financiamiento para Mujeres Emprendedoras y Empresarias (CDMX)

Is there a current national government plan or strategy with a focus on women's access to financial services? Yes Política Nacional de Inclusión Financiera (2020-2024)

### Assets

Are there mechanisms or incentives to encourage women to register immovable property? No Insufficient evidence located

Are there awareness measures in place to improve women's access to information about marital and inheritance rights? No Insufficient evidence located

Is anonymized sex-disaggregated data on property ownership published on a regular basis? No Insufficient evidence located

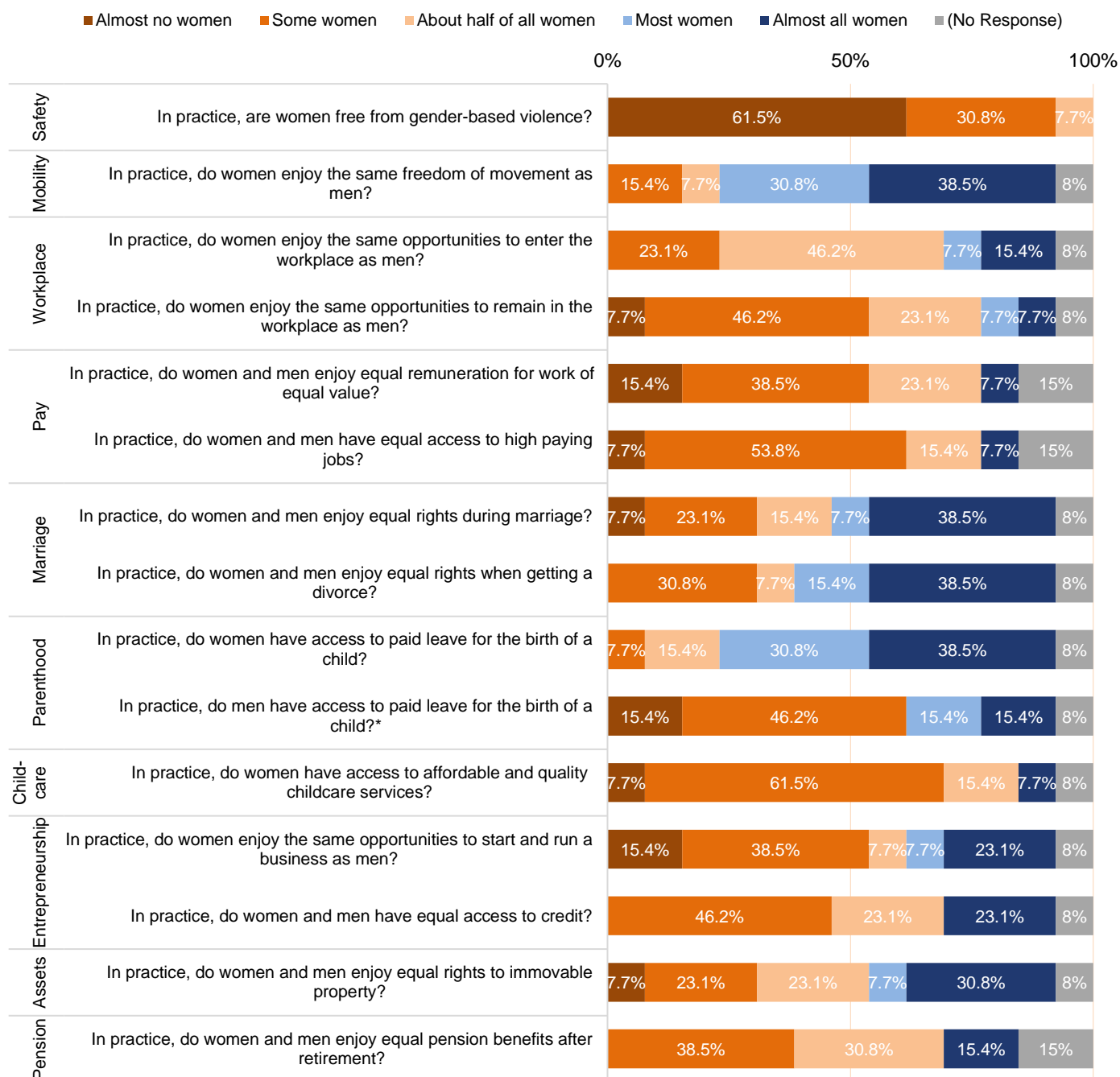
### Pension

Are there incentives in place to increase women's retirement benefits? No Insufficient evidence located

Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits? Yes Ley del Seguro Social, Arts. 294 y 295



## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.