

# Gender equality, employment and green transition: policies for inclusive development

## Mexico in the «Fair transition energy and green job creation» study

COUNTRY  
**MEXICO**



Mexico's public policy on gender and the environment has evolved towards an integral model that mitigates the impact of climate change, guarantees gender equality in all sustainable development actions and promotes mainstreaming in state policies. This vision has been structured into various strategies and policy frameworks that are reviewed and updated on a regular basis. However, challenges remain in financing, institutionalization and equitable participation. Effective implementation of these policy frameworks and strengthening implementation tools will be key to a just and inclusive climate transition.

## 1. Public Policy Review

### 1.1. National policies

\* [National Action Plan on Gender and Climate Change \(PN-AGCC, 2022\)](#): introduces gender equality as a transversal axis in climate policies, promoting the equitable participation of women in the design and implementation of environmental strategies. It is structured in three pillars: 1). Leadership of all women through their active and equitable participation in decision-making and implementation of climate actions; 2). Building and strengthening institutional-national capacities to effectively integrate a gender perspective into their policies and programmes related to

climate change; and 3). Funding and cooperation to secure financial resources and foster cooperation to support initiatives that jointly address gender and climate change.

\* [Special Climate Change Program \(PECC\) 2021-2024](#): defines mitigation and adaptation strategies, prioritizing social and gender inclusion, with emphasis on the resilience of vulnerable communities. The programme seeks to reduce emissions of greenhouse gases and compounds. Although it focuses on general climate action, its implementation may have implications for gender equity by promoting inclusive opportunities in sectors related to the environment sector.

\* **Nationally Determined Contributions (NDC, third update in 2022 - Effective until 2030)**: defines national commitments for the reduction of greenhouse gas emissions with a gender equity and climate justice approach.

### 1.2. Implementation Instruments

\* [National Climate Change Strategy ENCC \(2013\)](#): sets out a long-term vision to reduce the country's vulnerability to the effects of climate change and promote a competitive and sustainable economy. The document recognizes the importance of equal participation of men and women in climate action.

\* **General Law on Climate Change (2012, reform 2024 - in force)**: establishes mechanisms for the adaptation and mitigation of climate change, including measures with a gender equity approach. The latest reform reinforces the need for inclusive climate action. This law was the first to address climate change in Latin America, and the second in the world.

\* [Pro-equality 2013-2018](#): strategy to ensure substantive equality in the country and close gender inequality gaps. It was succeeded by [Proigualdad 2020-2024](#), which sets six strategic objectives: economic autonomy, health and well-being, care, non-violence, equal participation and the construction of safe and peaceful environments. The programme is currently being reviewed and updated. In March 2024, the 'right to care' was recognized in the General Law on Social Development, moving towards the creation of a National Care System. Since September/October, the Care Act has been promoted to facilitate women's entry into the labour market.

\* [National REDD+ Strategy \(ENAREDD+, 2017-2022 - In force with adjustments until 2030\)](#): National Strategy for the Reduction of Emissions from Deforestation and Forest Degradation, which aims to reduce greenhouse gas emissions caused by deforestation and degradation, as well as sustainable forest management and the conservation and increase of forest carbon stocks, through the integral management of the territory with a sustainable rural development approach. ENAREDD+ orients its actions in terms of inclusion and social and gender equality, full and effective participation of indigenous and Afro-descendant peoples and communities and local communities.



### 1.3. Application Tools

In 2024, the first Women's Secretariat was created, replacing INMUJERES and giving it a higher and more relevant administrative rank. This institution coordinates the actions and public policies that are implemented at the national level to promote conditions for moving towards a life free of violence for girls, adolescents and women in Mexico.

- \* Inter-ministerial Commission on Climate Change (since 2005): coordinates federal climate policy and its mainstreaming with a gender approach
- \* National Climate Change System (SINACC, since 2012): institutional framework for monitoring and evaluating climate change mitigation and adaptation policies

### Programmes and Funds

- \* **Climate Change Fund of Mexico (since 2014)**: is a financial instrument established by the General Law on Climate Change, for the purpose of raising and channelling public financial resources, private, national and international to support the implementation of actions aimed at adaptation and mitigation of climate change with social inclusion and gender criteria, ensuring equitable financing.
- \* **Gender Mainstreaming Strengthening Programme (PFTPG)**: an initiative promoted by the National Institute for Women (INMUJERES) to effectively incorporate a gender perspective in public policies; government programmes, budgets and actions at all levels (federal, state

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and municipal). This program has funded initiatives such as: Gender Perspective Diagnosis in Productive Projects in Quintana Roo (2012), Gender Mainstreaming in Yucatán (2012) Projects of the Directorate for Strengthening the Gender Mainstreaming in the Federative Entities.

### Recommendations

In order to progress in overcoming the country's existing challenges, and building on the solid foundation that has been built in terms of both the environment and gender and the inclusion of women in the working environment, it is recommended:

- \* Improve gender and cross-sectoral data collection to ensure a better understanding of employability

opportunities for women in general and in the area of climate change in particular.

- \* Strengthen the participation of women, youth, indigenous peoples and other groups in climate decision-making.

- \* Ensure specific budget allocations for women in climate action.

- \* Foster partnerships with the private sector and international cooperation to expand mechanisms for generating green jobs with a gender perspective.

### Practices to highlight

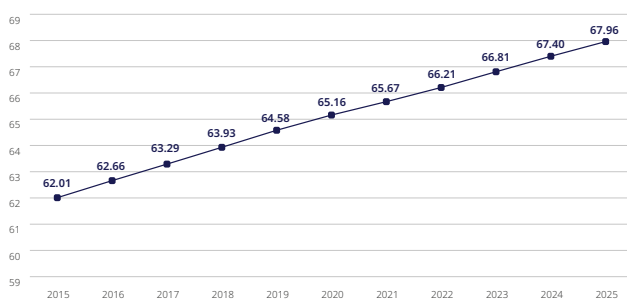
**Participation of women in the management of natural resources (Oaxaca):** a project involving women in community reforestation and forest conservation. With the objective of recognizing and making visible the role of women in the management and conservation of natural resources, strengthening technical and organizational capacities of women in activities such as reforestation, sustainable agriculture, beekeeping, ecotourism, artisanal production, Promote their participation in environmental governance and community decision-making processes, facilitate access to funding and institutional support for women-led projects, and foster environmental education with a gender perspective in communities.

### 3. Statistical data

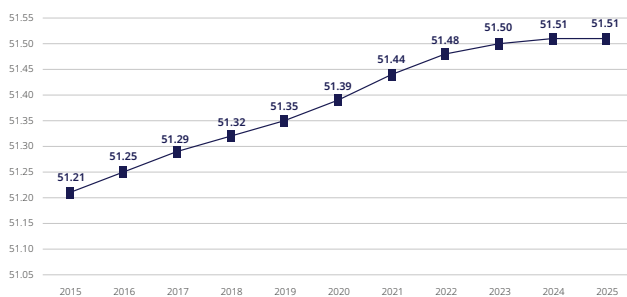
#### A. Demographic data

##### Population distribution statistics

###### Number of woman, millions

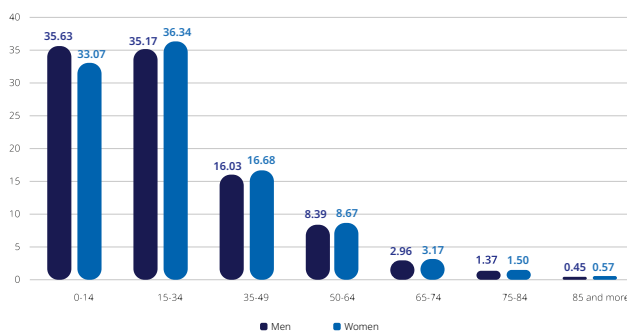


###### Percentage of woman



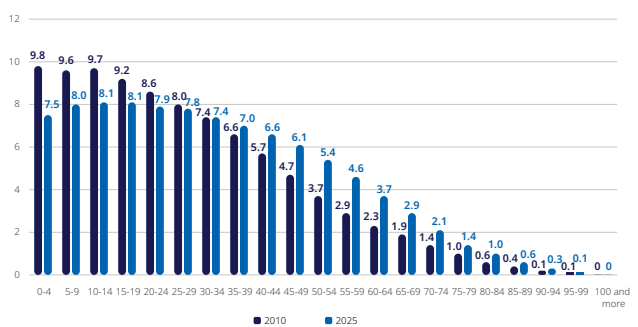
##### Population distribution statistics by age

###### Age distribution by sex, percentage



##### Age distribution statistics

###### Age distribution of the female population



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Ages	Women			Men		
	2000	2025	Difference in percentage points	2000	2025	Difference in percentage points
0-14	33.07	22.97	-10.1	35.63	25.28	-10.35
15-34	36.34	31.84	-4.5	35.17	33.80	-1.37
35-49	16.65	20.70	4.02	16.03	19.35	3.32
50-64	8.67	15.31	6.64	8.39	13.73	5.34
65-74	3.17	5.73	2.56	2.96	4.99	2.03
75-84	1.5	2.70	1.2	1.37	2.22	0.85
85 and more	0.57	0.74	0.17	0.45	0.63	0.18

### Interpretation of demographic data

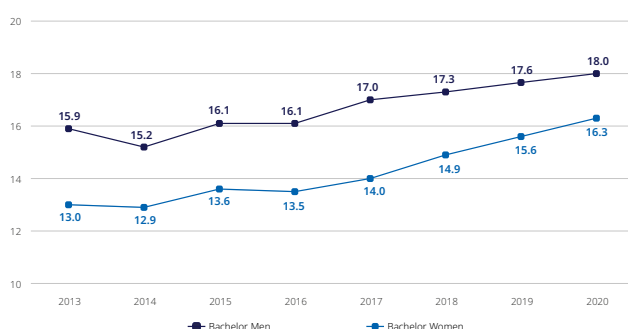
**Distribution of the population by age and gender (2000 vs. 2025):** Mexico has a clear trend towards demographic ageing. In 2000, 33.1% of women and 35.6% of men were in the 0-14 age group. By 2025, these proportions will decrease to 23.0% and 25.3%, respectively, representing a fall of more than 10 percentage points in both cases. At the same time, there is a significant increase in middle and older age groups. The 50-64 age group increases from 8.7% to 15.3% in women, and from 8.4% to 13.7% in men. These changes imply an increase in demand for health services, pensions and long-term care.

**Evolution of the percentage of women in the total population (2015-2025):** the proportion of women remains stable at around 51.5% between 2015 and 2025. However, their greater presence in older age groups reinforces the need to design gender-specific policies for ageing.

### B. Education level data

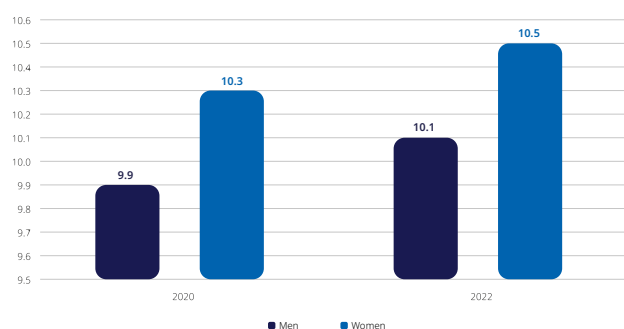
#### Educational attainment statistics

##### Percentage of bachelor, population 25+



#### Statistics on years of study

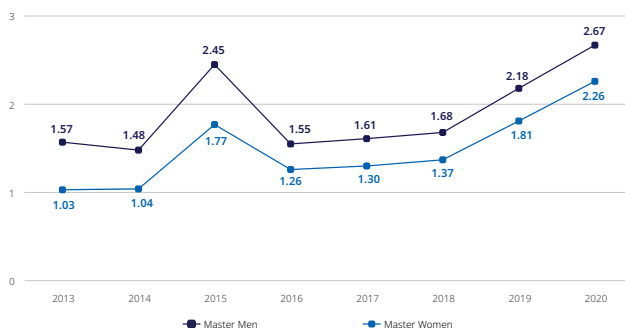
##### Years of education



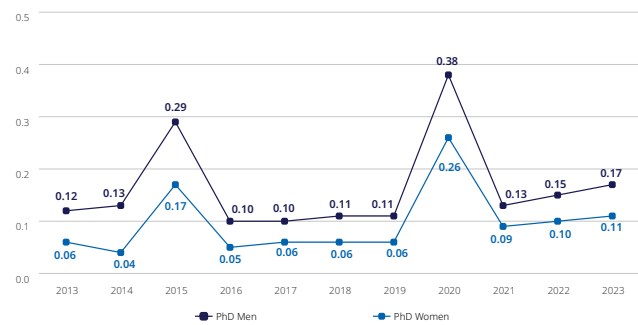
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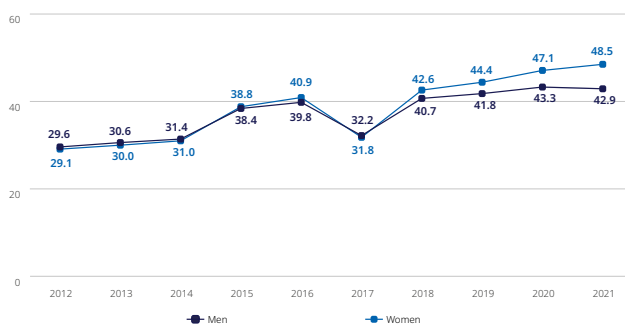
Percentage of master, population 25+



Percentage of PhD, population 25+



Gross tertiary enrolment rate, percentage



### Interpretation of training data

**Access to tertiary education:** the gross enrolment rate in tertiary education shows a sustained advantage for women. In 2021, women reached a rate of 48.5%, compared to 42.9% for men.

**Level of education achieved (bachelor's, master's and doctoral degrees):** women have outperformed men in access to undergraduate degrees since 2013. In 2023, 2.67% of women had a bachelor's degree, compared to 2.45% of men. In masters, women also lead (0.38% vs. 0.29% in 2023), while in doctorates female participation is still slightly lower.

**Average years of formal education:** by 2022, women reached an average of 10.3 years of schooling compared with 10.2 years for men, showing educational parity in quantitative terms.

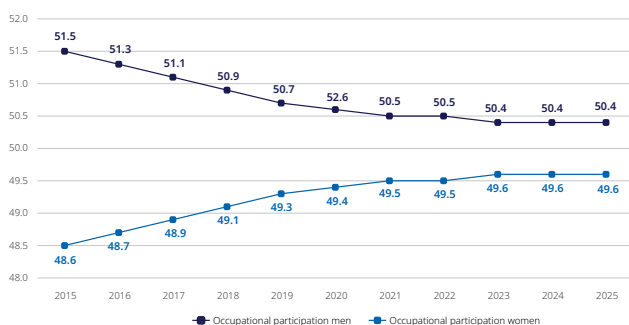


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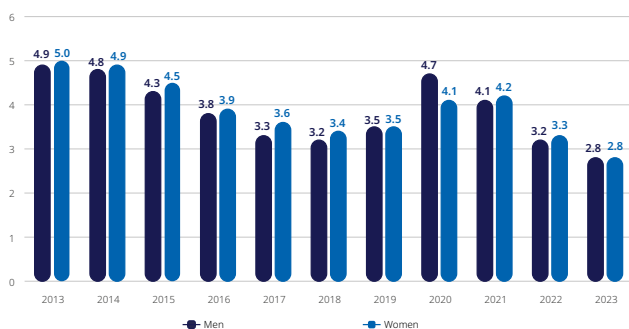
### C. Employment data

#### Employment statistics

##### Economic participation rate, percentage

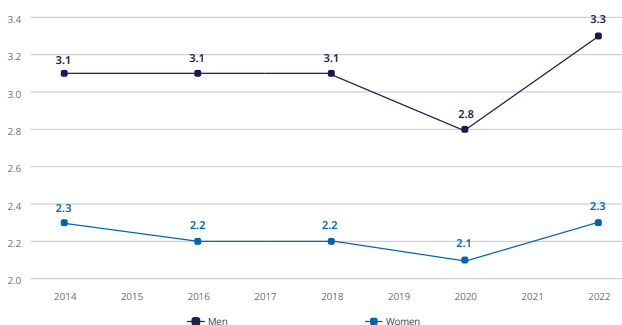


##### Unemployment rate, percentage

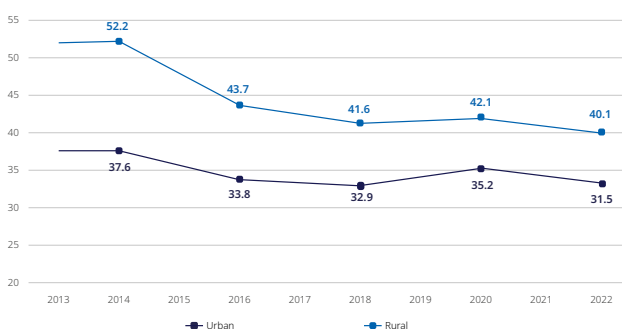


#### Income Statistics

##### Average income, in multiples of the poverty line



##### Percentage of adult women dedicated exclusively to unpaid work



#### Interpretation of employment data

**Economic participation rate:** in 2025, 49.6 per cent of women are projected to participate in the labour market compared with 50.4 per cent of men, reflecting a small but persistent gap.

**Unpaid work:** in 2023, 31.5% of urban women and 35.2% of rural women were engaged exclusively in unpaid work. This phenomenon has no male counterpart and highlights the female overload in care tasks.

**Unemployment rate:** the female unemployment rate has remained above that of men. In 2023, it was 4.2% for women compared to 3.2% for men.

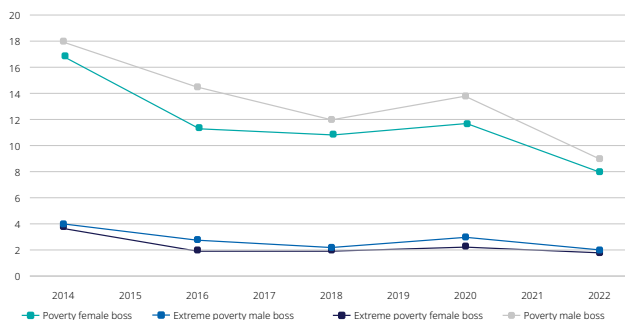
**Income:** In 2022, men earned 2.8 times the poverty line while women earned just 2.4 times, reflecting a structural gender gap in access to sufficient income.



## D. Poverty data

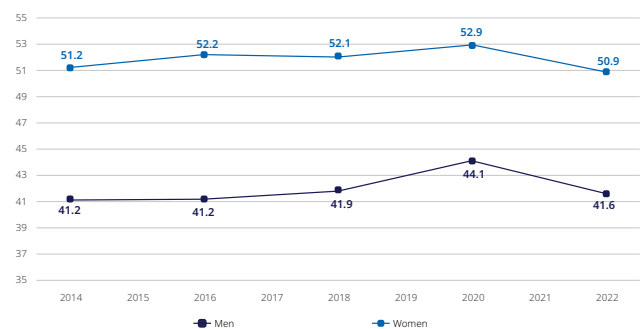
### Statistics on poverty and extreme poverty

#### Poverty gap coefficient, percentage

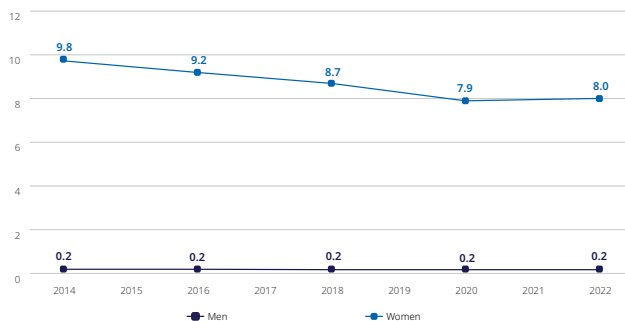


### Employment and vulnerability statistics

#### Total employed in low-productivity jobs, percentage of urban employed population



#### Employment in domestic work, percentage



### Interpretation of poverty and vulnerability data

**Low productivity jobs:** in 2022, 52.9% of women employed in urban areas were in low productivity jobs, compared to 41.6% of men. This difference of more than 11 percentage points reflects a more precarious job insertion for women.

**Poverty gaps by type of head of household:** in 2022, 43.9% of female-headed households lived in poverty, compared to 40.8% of male-headed households. In terms of extreme poverty, the gap is even greater: 17.3% of households with female heads compared to 14.2% with male heads.

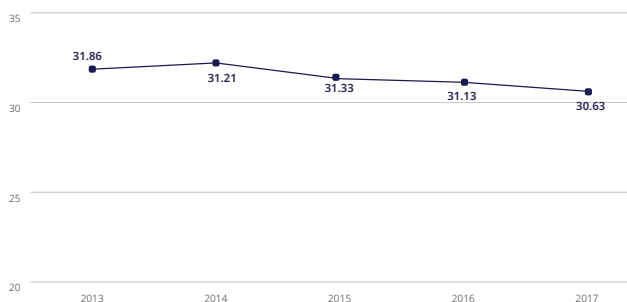
**Integration into paid domestic work:** in 2022, 13.7% of women were employed in paid domestic work, compared to only 0.9% of men, which confirms the feminization of this highly precarious activity.



## E. STEM education and employment data in the energy and transportation sectors

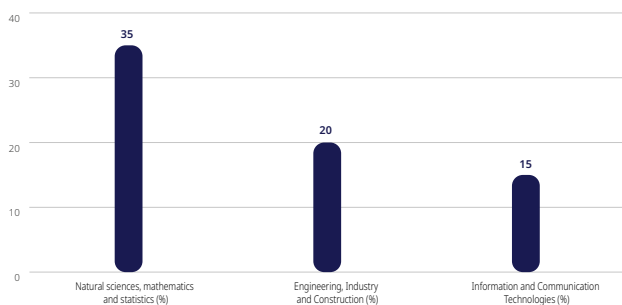
### Graduate Statistics

#### Percentage of STEM graduates



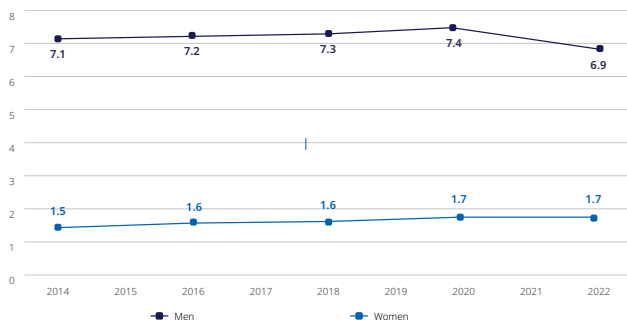
### Student statistics by STEM major

#### Percentage of female graduates from selected STEM majors (2022)



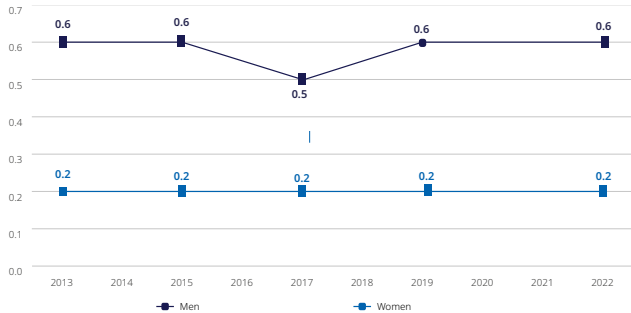
### Transportation employment statistics

#### Population employed in transport, percentage



### Energy employment statistics

#### Population employed in energy, gas and water, percentage



## Interpretation of training and employment data in STEM and strategic sectors

**Female participation in STEM careers:** In 2022, only 35% of those pursuing natural science studies were women. This proportion falls to 20% in engineering and 15% in information technology, reflecting a marked under-representation in strategic areas.

**Graduates in STEM disciplines:** the proportion of women among those leaving STEM careers has remained around 31.2%-31.8% between 2013 and 2017, with no substantive progress towards parity.

**Employment in strategic sectors (energy and transport):** in 2023, women accounted for only 0.5% of employment in the energy sector and 1.1% in transport. These figures reflect a structural exclusion of women in key sectors for economic and technological development.

## General conclusions

**Educational benefits not translated into employment equity:** despite women's increased access to and attainment of education, significant inequalities in employment and income persist.

**Occupational segmentation and low productivity:** women are overrepresented in low-paid jobs and traditionally feminized sectors such as domestic work.

**Unequal burden of unpaid care:** A significant proportion of women, especially in rural areas, are engaged exclusively in unpaid work.

**Feminization of poverty and sectoral exclusion:** women heads of households are more vulnerable to poverty, and their presence in strategic sectors remains marginal.