



TAKEAWAYS

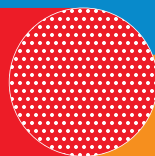
GLI | **2024**
FORUM
LATAM | GENDER LENS
INVESTING IN
LATIN AMERICA

 pro mujer



GLI IN CONNECTION

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1. INTRODUCTION

The pursuit of gender equality remains a fundamental challenge in the current landscape of Latin America. The evidence is increasingly compelling: **Reducing gender inequality is essential for the economic growth and the sustainable development of our societies.**

Despite progress, gender gaps persist in critical areas. **Women continue to be underrepresented in decision-making positions**, both in the public and private sectors. In Latin America, **the labor force participation gap between men and women is 22 percentage points**, and if we do not act quickly, **a quarter of women and girls worldwide will face food insecurity by 2030.**

The situation worsens when we include the **annual financing gap of \$360 billion needed to close the disparities** and achieve gender equality by 2030.

In this context, driving conversations around gender lens financing becomes crucial.

By its very purpose and essence, **Pro Mujer's GLI Forum Latam has become a key platform for fostering transformative discussions and actions regarding the urgency and benefits of integrating a gender perspective into public and private investments.** But beyond that, it has established itself as the ideal space to build powerful connections and drive concrete actions.

Since its first edition in 2020, the GLI Forum Latam has seen enormous growth. During the fifth edition, held in Buenos Aires, Argentina, from June 4th to 6th, **we achieved a record attendance of over 900 participants from 23 countries**, who had access to more than 40 talks, panels and workshops delivered by over 160 speakers.

This document aims to serve as a testament to the power of connection to overcome barriers and move forward together towards achieving gender equality and building a thriving economy in Latin America

Carmen Correa
CEO, Pro Mujer



2. GLI 2024 IN NUMBERS



Over **900** attendees



Over **23** countries represented



Over **160** speakers



40 panels, talks and workshops



“There are barriers, no doubt. There are challenges, but there is also hope. When you look up, you realize that there are countless people truly willing to contribute to changing this reality and moving toward a more equitable world.”

Carmen Correa, CEO, Pro Mujer


GUADALUPE MARÍN

Mercado Libre

“We have been supporting the GLI Forum Latam because it is not only a networking space, but it also allows us to collaborate and partner with other companies, entities and organizations to further promote the entrepreneurial development of all women across Latin America.”


MARCOS PAYA

Dalberg

“It is a truly special event, quite different from many others focused on investment in Latin America, precisely due to its emphasis on the gender lens, which is undervalued and under-implemented in the region. This is a key event for promoting the importance of integrating the gender lens into activities, in how we measure impact, and how we direct capital.”


RACHEL MURPHY

Deetken Impact

“Economic and gender inequality is an increasingly pressing issue, and the GLI Forum is highly relevant because it drives an approach that not only addresses the most urgent needs but also represents a significant business opportunity. It’s time to move capital with intention to close gender gaps in Latin America.”

“Each panel offers something different, something that adds value. These forums open your mind to topics you weren’t thinking about, and they reignite that spark of curiosity. This is a place for reflection.”


LILIANA PARODI

Silver Economy Forum


MAGDALENA FURTADO

UN Women

“The GLI Forum Latam 2024 far exceeded expectations. It was incredibly enriching, and, from the very start, I loved how it connected the dots. These spaces help and support us in connecting with more women and closing gender gaps, which is extremely important.”

The **GLI Forum Latam 2024** was supported by:

Visionary



Cultivator



Enabler



Experience Partners



Media Partners



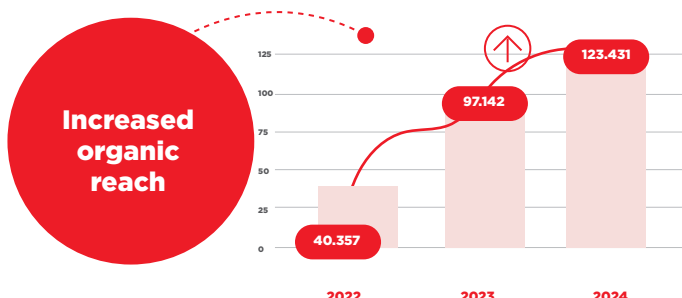
Alliances for dissemination



The GLI Forum Latam sets the agenda

Pro Mujer continues to solidify its position as the leading organization in women's development and empowerment. The GLI Forum Latam stands out as a crucial space for setting the agenda and highlighting both the challenges and opportunities in terms of gender equality.

Impact on media and social networks



3. CONTEXT AND BACKGROUND

The landscape of gender equality in Latin America is complex. While there have been notable advances in women's political participation, persistent gaps continue to be challenging to close. Although legal and international frameworks supporting gender equality have been adopted, these commitments have yet to translate into a tangible reality for many women.

A crucial aspect is the demographic shift that the region is experiencing. **The decline in birth and death rates, along with the increase in life expectancy, present a double-edged sword for gender equality.** On the one hand, women's longer life expectancy requires special attention to their needs in old age, especially in terms of health and social protection. On the other hand, lower fertility rates could lead to a **«demographic dividend»**, a period of economic growth driven by a larger proportion of people of working age. However, for this dividend to benefit women, **it is essential to break down the barriers that prevent them from accessing the labor market on equal terms**, such as occupational segregation, the wage gap, and the disproportionate burden of unpaid domestic work (UN, 2024).

In addition to the above, **violence against women and girls is a widespread problem in the region**, with alarming rates of sexual violence and femicides. The intersection of discrimination based on ethnicity, sexual orientation, disability, and other conditions, exacerbates the vulnerability of certain groups of women and exposes them to greater violence. Despite advances in legislation to prevent and punish gender-based violence, the challenge of access to justice persists, as women and girls face inefficient institutions in matters of justice administration (UN, 2024).

In conclusion, the path towards gender equality in Latin America is a mix of significant accomplishments and persistent challenges. While the region has made progress in creating legal frameworks and increasing the women's participation in public life, it still faces great difficulties in turning these advances into a tangible reality for all women, regardless of their origin, economic level or social status. **Overcoming these obstacles requires continuous efforts from governments, civil society, and the international community.**

As part of this effort, **the GLI Forum Latam serves as a platform to connect and foster dialogue among people from different institutions**, with different life stories, **but united by the commitment to closing inequality gaps in the region.** This report aims to document the ideas and actions that emerged from that dialogue and those connection. We trust that the following pages will contribute to understanding the challenges ahead and provide actions that serve as a catalyst to promote greater equality between women and men in the region.

4. LEARNINGS

The GLI Forum has established itself as a meeting and dialogue platform that brings together experts from various sectors with the aim of strengthening and accelerating gender lens investing in Latin America.

This forum has not only enabled the exchange of ideas and best practices, but it has also crystallized a series of fundamental learnings that are essential to advancing toward a more inclusive and equitable economy.

1 The urgency to act locally:

While there are global frameworks such as the Sustainable Development Goals (SDGs) and the Inter-American Convention on the Protection of Human Rights, it is crucial to translate these commitments into concrete actions at the local level. This means driving public policies that promote the silver economy and the inclusion of older adults, as well as the creation of business protocols that encourage generational diversity in the workplace.

2 The need to challenge biases:

Unconscious gender biases act as invisible barriers that limit opportunities for women in various fields, from access to financing to the development of STEM (Science, Technology, Engineering, and Mathematics) careers. It is essential to become aware of these biases and develop strategies to mitigate their impact, both at the personal and organizational levels.

3 The power of collaboration:

No one can achieve gender equality in isolation. The GLI Forum Latam has demonstrated the importance of building strategic alliances among governments, businesses, investors, civil society organizations, and academia. Cross-sector collaboration allows for the sharing of resources, knowledge, and best practices to drive systemic change.

4 The importance of information and data:

Having sex-disaggregated data is crucial for understanding the magnitude of existing gaps, designing effective public policies, and assessing the impact of gender lens investments. In this regard, it is necessary to develop robust information systems that allow for the collection, analysis, and use of data for informed decision-making.

5 The value of sharing stories and experiences:

The GLI Forum Latam has served as a platform to highlight the inspiring stories of women who have challenged stereotypes and broken barriers in various sectors. Sharing these experiences is essential to inspire other women, create role models and demonstrate that a more equitable future is possible.

These lessons, born from shared reflection and exchange, provide a roadmap for continuing to advance towards a stronger and more dynamic ecosystem in Latin America. Building a future where gender equality becomes a reality requires the commitment and action of many.

A. Investors in Network

“It is not necessary to reinvent the wheel. Sometimes, all we need is the use of guarantees in the right place to catalyze the private sector disbursement of funds towards initiatives with a well-defined social impact.”



MARÍA LAURA TINELLI

Strategic Business Development,
Pro Mujer. Co-founder,
Acrux Partners

As part of the **GLI Forum Latam 2024**, Pro Mujer, in collaboration with the U.S. International Development Finance Corporation (DFC), organized a session that brought together representatives from various financial institutions in the region and leaders from the impact investment ecosystem. The purpose was to analyze the challenges and explore the opportunities that Latin America faces in the field of gender lens investing.

The session was divided into expert panels and working groups where all attendees actively participated in the co-creation of innovative solutions to continue promoting the GLI approach. It became a key space for learning and reflection, where diverse approaches, experiences, and proposals to strengthen the financial sector from a gender perspective were shared and debated.

Participating organizations:

Kiva, Ewa Capital, NXTP Ventures, Incofin Investment Management, Lafise Investment Management, Santander, Globant Ventures, Banco Atlántida, CrediQ, ProduBanco, Bien para Bien, Kalei Ventures, Deetken Impact, Capria, Southern Trust, Banco de Servicios Financieros SA, Vblue Capital, Belat, Naranja X, Banco Hipotecario, Working Capital for Community Needs (WCCN), Banco Credicoop, and Flor Foundation.



Below, we present the main takeaways from the three working groups:

GROUP 1: Financial and non-financial products and services with a gender perspective.

- It was recognized that **incorporating a gender perspective** in the creation and promotion of financial and non-financial products is not only ethical but also **strategically advisable. Investments that consider gender impact tend to be more sustainable, profitable, and generate greater long-term social benefits.**
- There is a growing supply of **products integrating a gender perspective by investors seeking to align their values with their financial decisions.**
- The need to innovate and **design specific products** that respond to the unique needs and challenges **faced by women and other minorities in the financial and non-financial sectors was emphasized.** This includes investment funds aimed at supporting women-led businesses and insurance products tailored to specific vulnerable situations.
- The importance of establishing **clear and transparent metrics to assess the gender impact of investments was highlighted.** This involves developing indicators that measure how financial and non-financial products contribute to closing gender gaps and avoiding so-called “pink-washing”.

GROUP 2: Internal practices with gender perspective: From HR (Human Resources) to GBV (Gender-Based Violence).

- The importance of **considering the gender perspective in all internal practices in the financial and non-financial sectors was emphasized.** This integration is fundamental to promoting an equal and inclusive work environment and positioning companies as leaders in sustainability and social responsibility.
- The need to **implement HR policies that foster gender equality**, from recruitment and promotion to talent retention and professional development, including extended maternity and paternity policies to ensure an inclusive approach to caregiving responsibilities, was emphasized. It was suggested that these policies include policies, such as mentorship programs for women and career plans that address individual needs.
- The urgency of **developing and strengthening internal mechanisms to prevent and address gender-based violence (GBV)** in the workplace was emphasized. This includes creating clear protocols, ongoing staff training, and the availability of channels to report and manage GBV cases.
- It was acknowledged that creating an inclusive and violence-free organizational culture is a process that requires a long-term commitment. **Leaders must drive change** by actively promoting gender equality and zero tolerance for violence in all its forms.

GROUP 3: Communication and Marketing: Gender lens positioning

- It was highlighted that **integrating a gender perspective into communication and marketing strategies** is essential not only to avoid reproducing stereotypes and biases, but also as an **opportunity to connect authentically and effectively with women.**
- The need to **represent all people inclusively and diversely in marketing campaigns** was emphasized. This includes showcasing women and other gender minorities in roles that challenge traditional stereotypes, and in contexts that reflect the reality of their lives and aspirations.
- The importance of creating **inclusive content, both in language and imagery**, was recognized. This involves using non-sexist, inclusive language, and selecting images that reflect ethnic, sexual and gender diversity in all its forms.
- The importance of **collecting and analyzing sex-disaggregated data in the design, positioning and marketing of products** and services was highlighted, using women's real needs and target audiences as a barometer for the development of evidence-based strategies.

B. Cross-cutting Approaches

B.I. Data and impact measurement

“We can’t keep creating public policies, programs, or initiatives from our desks or offices. We need to go into the field to collect specific and accurate data about the people we need to reach.”



LEDÉNICA MÉNDEZ

Executive Director of Digital Inclusion at the Ministry of Infrastructure, Communications, and Transportation



Globally, less than one-third of countries disaggregate statistics by gender on employment, entrepreneurship, violence against women, and unpaid work (Data 2X, 2020).



There is no standard of best practices for collecting and using sex-disaggregated data on the supply side in the financial sector, which is crucial for measuring impact and addressing gaps in financial inclusion (CGAP, 2024).

Measuring the impact of initiatives that promote gender equality is essential not only to ensure their effectiveness but also to encourage investment in them.

It is often said that “what gets measured gets managed,” and this perfectly applies to the advancement of gender equality. To make informed decisions, it is crucial to have accurate and disaggregated data that reflects the realities of women in all their diversity.

Key actions for impact measurement:

- **Go beyond sex-disaggregated data:** It is vital to go beyond general statistics and collect **data that reveals the different realities of women** based on their age, ethnic background, sexual orientation, migratory status and other relevant variables. This involves designing data collection tools that are sensitive to the cultural contexts.
- **Develop indicator systems:** It is important to establish a set of key indicators that enable monitoring progress towards gender equality in various areas, such as economic participation, education, health, political representation, and gender-based violence. These indicator systems must be updated periodically to reflect changes in reality. **Without a KPIs system that clearly measure changes, the financial ecosystem is at risk of “gender washing.”**
- **Leverage technology for data collection and analysis:** New technologies can be powerful tools for data collection and analysis. It is important to take advantage of these tools to obtain more accurate and timely information, as well as to identify patterns and trends that would not be visible otherwise.
- **Generate evidence of “what works”:** It is not enough to measure the problem; it is essential to conduct rigorous research to identify the most effective strategies for promoting gender equality. This evidence guides decision-making and ensures the efficient resource investment. Equally important is communicating these results clearly and accessibly to governments, businesses, and society at large, to strengthen public policies, attract investments to high-impact projects, and inspire others to take action.
- **Ensure robust data:** Having transparent and reliable data is essential to understand the magnitude of the gender gap, to design effective public and private policies and to mobilize all people in the ecosystem to take action.

Only through rigorous measurement and analysis we can advance toward a more just and equitable society for everyone.



B.II. Digitalization

“We know that the digital skills we used 10 years ago are not the ones we use today. And a year from now, the digital skills we will need will be completely different. That is why it is crucial that we think about the future and prepare for tomorrow’s needs.”



SAMANTHA HENNESSEY

Social Responsibility Lead,
Google.org Americas



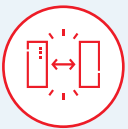
In **70%** of countries in the region, men have greater Access to mobile connectivity than women (IDB, 2022).



4 out of 10 women in the region are either not connected or cannot afford effective connectivity (ECLAC, 2023).



Rural women are **7%** less likely to own a mobile phone and **10%** less likely to use smartphones than men (IFAD, 2023).



A total of **62%** of the representatives from the leading institutions and entities related to the digital sphere in Latin America and the Caribbean believe that the gender digital divide is a problem in their respective countries (IDB, 2022).

Digitalization has emerged as a fundamental driver for fostering inclusion and generating opportunities, especially for women in Latin America. It is not just about providing internet access and devices but ensuring that women can fully leverage digital tools to improve their lives, access education, start businesses, participate in the digital economy, and break down existing barriers.



Key actions for inclusive digitalization:

- **Digital skills training with a gender perspective:** It is essential to implement digital skills training programs that address the specific needs of women, considering their contexts and realities.
- **Encouraging women's participation in STEM:** Girls and young women should be encouraged to enter STEM fields (science, technology, engineering and mathematics) through innovative educational programs and role models. It is crucial to address the barriers that limit their participation and access in these fields, such as unconscious gender biases and the lack of opportunities.
- **Technology as an enabler for financial services:** Digitalization offers enormous potential to bring financial services closer to women, especially those living in rural areas or facing barriers to access traditional banking. Digital financial platforms, mobile applications and other digital financial and non-financial services (such as training or education) can help women manage their finances, access credit, and develop their businesses.
- **Bridging the gender digital divide:** It is necessary to tackle existing inequalities in access to the internet, devices and digital skills between men and women. This requires public policies and private initiatives that promote connectivity, affordability and digital literacy, with special attention to the needs of women and girls in vulnerable situations.
- **Boost the ethical and responsible use of artificial intelligence:** Artificial intelligence (AI) presents great opportunities for development, but it also poses ethical challenges. It is essential to ensure that women are not only beneficiaries, but also creators and leaders in the field of AI. Measures must be taken to mitigate biases in algorithms and promote the responsible use of this technology that benefits society.

C. Gender Lens Investing

Lens 01: Women in Leadership

“If there aren’t women in democracy, democracy will be only halfway there. That is why we must keep insisting on women’s participation in senior, mid-level, and technical positions across public and private administration.”



MARÍA NOEL VAEZA

Regional Director, UN Women for the Americas and the Caribbean



Women represent **42%** of the global workforce but only hold **31.7%** of senior leadership roles (World Economic Forum, 2024).



If actions to address this issue are not reinforced, gender parity in senior leadership will not be achieved until 2053 at the current pace (Grant Thornton, 2024).

Although women make up half of the population, their representation in leadership positions in Latin America remains scarce. This lack of diversity not only represents a loss of talent but also limits perspectives and the capacity for innovation. Including women in leadership roles is not only a matter of social justice, it also drives better economic outcomes. For example, **companies with higher percentages of women in leadership positions outperform those with lower female representation by 39% in financial returns** (McKinsey, 2023). This shows that gender diversity fosters greater profitability, stronger innovation, and more comprehensive decision-making, offering tangible benefits in the workplace.

Key actions to promote women's leadership:

- ➔ **Breakdown gender stereotypes and unconscious biases:** It is crucial to challenge traditional gender roles and biases that limit women's opportunities in the workplace. Companies should implement awareness and training programs to eliminate stereotypes and boost an inclusive organizational culture that values women's participation and leadership.
- ➔ **Implement policies that promote equal opportunities:** Companies must adopt clear and effective policies to ensure equal opportunities for men and women in all aspects, including recruitment, promotion, remuneration, and access to professional development programs. This also means implementing equitable maternity and paternity leave, offering workplace flexibility, and establishing mentoring and sponsorship programs specifically designed to support women's growth and leadership.
- ➔ **Promote the visibility and recognition of female leaders:** It is essential to highlight the achievements and career paths of women who have reached leadership positions as role models for other women and girls. Companies can encourage their female leaders to participate in conferences, events and media outlets to share their experiences and inspire future generations.
- ➔ **Strengthen support networks and mentorship among women:** Support and mentorship networks are crucial for women to share experiences, overcome obstacles and advance in their professional careers. Companies can facilitate the creation of internal women's networks and encourage participation in external networks.

➔ **Promote gender lens investing:** It is essential to promote investment in women-led businesses and in funds that incorporate gender criteria in their investment decisions. This involves not only allocating financial resources, but also providing technical support and guidance to female entrepreneurs to help them grow their businesses and access new opportunities.

Promoting female leadership is not just a responsibility for women, but a commitment and shared responsibility that both men and women must undertake to build a more just, equitable, and prosperous society.

Lens 02: Equality in the workplace

“An inclusive space is where women are present. And it is not just about being present, but about feeling valued, supported, and given all the tools to say, ‘I can be at this table full of men, and what I have to say will be no less important than what anyone else says’.”



SOFÍA STEFANELLI

Co-Founder, Primera Purpose Advisory



In 2023, the labor force participation rate of women in Latin America was **51.8%**, compared to **74.4%** for men (ECLAC, 2023).



Closing the gender gap in the next decade would double the current global growth rate (World Bank, 2024).



The employment rate of men with a college education exceeds that of women with the same level of education by **11** percentage points (ILO). This gap widens to **32** percentage points at the lowest educational levels (ILO, 2024).



Women dedicate nearly **three times more** time on unpaid work in compared to men (ECLAC, 2023).

Despite progress in gender equality, women continue to face barriers and biases in the workplace, especially in Latin America. The underrepresentation of women in leadership positions and in sectors such as technology is not only a social justice issue, but also limits the potential for economic growth and innovation at a collective level. It is essential that governments, businesses and society as a whole commit to building more equitable and inclusive workplaces that allow women to reach their full potential and contribute to collective progress.

Key actions to promote gender equality in the workplace:

- ➔ **Promote inclusive leadership:** Train and raise awareness among decision-makers about the importance of leading with a gender perspective for the benefit of companies, teams, and corporate results. Practicing inclusive and intelligent management that recognizes team diversity and specific needs is crucial to fostering an internal culture that leaves no one behind.
- ➔ **Implement equality and flexible work policies:** Establish clear and effective policies that promote equal opportunities for men and women in all areas, including hiring, promotion, compensation, and access to professional development programs. This includes the implementation of equitable maternity and paternity leave, work flexibility to address family responsibilities, and mentoring and sponsorship programs for women.
- ➔ **Create an inclusive organizational culture:** Companies should promote a culture that values diversity, respect, and equal opportunities for all, where women feel heard and can freely express their ideas. It is necessary to raise awareness and train teams on the importance of gender equality and inclusion, and to create mechanisms to report and address any form of discrimination.
- ➔ **Foster shared caregiving responsibilities:** Sharing caregiving responsibilities between men and women is essential for women to fully participate in the labor market. This involves promoting comprehensive care systems that develop public policy to facilitate the balance between work and family life, as well as providing care services for children, the elderly, and people with disabilities.
- ➔ **Promote education and financial inclusion:** It is necessary to promote gender equality education from childhood to eradicate stereotypes and social norms that perpetuate inequality. Access to STEM (Science, Technology, Engineering and Mathematics) education must be facilitated, providing them with the tools and support they need to start and lead businesses.

Building truly equal workspaces requires sustained commitment and concrete actions to break down the barriers that women still face. It is not just about achieving quotas or numbers; it is about creating a profound cultural transformation that values diversity and equal opportunities for everyone.

Lens 03: Products and services that benefit women and girls

“Financial innovation is important in the development of products and services that can leverage women’s economic empowerment and help reduce the inequality gap in our region”



DANIELA KONIETZKO

WWB Colombia Foundation



In Latin America and the Caribbean, the financing gap for women-led businesses and women-owned microenterprises in the region is nearly **\$100 billion** (IDB Invest, 2023).



In Latin America and the Caribbean, women are **7%** less likely than men to have a bank account (World Bank, 2021).



Only **11%** of women in Latin America have access to credit products, compared to **53%** in OECD countries (World Bank).

Despite progress towards gender equality, **women and girls continue to face inequalities in accessing products and services designed with a gender perspective.** This gap limits their personal and professional development and represents a lost opportunity for businesses and the economy. Designing products and services that address the specific needs of women and girls is not only an act of social justice but also a smart strategy for economic growth and building a more just and equal society.



Key actions for designing inclusive products and services:

- ➔ **Research and development with a gender lens:** It is essential to conduct studies and research that consider the specific needs, preferences and experiences of women and girls. This includes the collection of sex-disaggregated data, conducting usability testing with women, and incorporating their perspectives into all stages of the design and implementation process.
- ➔ **Differentiated healthcare:** It is crucial that healthcare services are adapted to the specific needs of women throughout their life cycle, considering the different biological stages and specific issues they face. This involves investing in research and development of treatments for diseases that primarily affect women, such as endometriosis, and ensuring access to quality sexual and reproductive health services.
- ➔ **Support programs for women caregivers:** Women often take on most of the caregiving responsibilities for children, the elderly, or sick family members, limiting their availability for paid work. It is important to develop products and services that support women caregivers, such as accessible childcare services, telemedicine platforms, and programs to assist with family care management.
- ➔ **Inclusive financial tools:** Women, especially in vulnerable contexts, face greater barriers to accessing financial services, such as credit, insurance and bank accounts. It is necessary to design financial products tailored to their needs, with flexible access requirements, fair rates and financial education programs that allow them to manage their resources and start businesses.
- ➔ **Technology for empowerment:** Technology can be a powerful tool for empowering women and girls, but it is essential that its design considers their specific needs and experiences. This includes ensuring equitable participation of women in technology and innovation, as well as developing mobile applications for financial education, digital platforms for marketing women's products, and training programs in digital skills to help them take advantage of opportunities in the digital world.



Lens 04: Equality in value chains and advocacy practices

“When we look at the investment received by women-led businesses, it is very low. This raises a big question: Why does it happen? In that sense, and I believe it is not new to anyone here. Access to financing is key for female entrepreneurs to scale their growth.”



MAGDALENA CORONEL

Chief Investment Officer,
IDB Lab



Women-led businesses receive only **1%** of corporate procurement worldwide (UN Women, 2022).



Rural women represent between **40** and **50%** of the agricultural workforce in various regions of the world (FAO, 2023).



In Argentina, Colombia and Peru, women's participation in total export employment ranges between **27%** and **37%** (IDB, 2022).

Companies play a crucial role in boosting gender equality, not only within their own operations, but also throughout their value chains. This means **ensuring that women have the same opportunities, rights and benefits at all stages of the production cycle**. Advocacy practices, on the other hand, refer to strategic actions taken to influence public policies and promote systemic changes toward gender equality.

Key actions for gender equality in value chains

- ➔ **Develop internal practices that ensure inclusive value chains:** Companies can take various actions to strengthen the gender perspective in their operations. One such action is the development of inclusive internal purchasing and procurement policies, ensuring that the company's value and supply chains promote gender equality and avoid discrimination based on gender, sexual orientation, ethnicity, or socioeconomic status.
- ➔ **Equalize of opportunities in the supply chain:** Companies have the responsibility to ensure that their suppliers also comply with gender equality standards. This includes promoting the hiring and professional development of women at all stages of the supply chain. Implementing certification programs and supporting women-led businesses are concrete actions that not only foster equality but also strengthen the sustainability and resilience of the value chain.

- ➔ **Promote women's leadership in the value chain:** It is crucial to increase the representation of women in leadership roles, not only within the company but throughout its entire value chain. Having inclusive value chains, in turn, brings economic benefits to companies, as diversity drives innovation and market competitiveness.
- ➔ **Advocate for public policies that strengthen equality in value chains:** Companies play a fundamental role in promoting public policies that support gender equality in the workforce and in supply chains. This includes advocating for equitable maternity and paternity leave, access to affordable childcare services, and measures that encourage women's participation at all levels of the value chain.
- ➔ **Fostering collaboration and partnerships for equality in value chains:** Achieving gender equality requires companies to collaborate with governments, civil society organizations, and other relevant actors. This collaboration can include the exchange of best practices, the generation of shared knowledge, and the implementation of initiatives that address gender gaps across the value chain.

5. TAKEAWAYS

The GLI Forum Latam 2024 was a convergence space for leaders, experts and representatives from various sectors seeking to promote gender lens investing in Latin America. **In this regard, it has not only facilitated the exchange of ideas and best practices but also served as a platform to highlight the challenges and opportunities the region faces regarding gender equality.**

Throughout this document, a series of key actions have been outlined to promote gender lens investing in Latin America, based on the learnings and conclusions drawn from the GLI Forum Latam 2024. It is imperative that these actions align with the Sustainable Development Goals (SDGs) of the 2030 Agenda, emphasizing **the mainstreaming of the gender perspective as a crucial element to specifically address gender inequalities and ensure that this perspective is coherently integrated into all areas of sustainable development.** This implies that gender equality should not be an isolated goal but should be incorporated in a cross-cutting manner, ensuring that all actions, from the eradication of poverty to the fight against climate change, promote the equality and autonomy of women.

