



GLI FORUM LATAM supports the Sustainable Development Goals.



Table of Contents



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Introduction	3
GLI 2025 in numbers	4
Context and background	6
Spaces that drive action	10
Investors for the SDGs	
Not (only) for the love of art	
Entrepreneurs at the center	
Gender Lens Investing	12
Lens 1: Women in leadership	
Lens 2: Equality in the workplace	
Lens 3: Products and services designed for women and girls	
Lens 4: Equality in value chains and advocacy practices	
Takeaways	19

INTRODUCTION

The pursuit of **gender equality remains one of the most significant challenges in Latin America**. In 2025, the data is clear: more than **74% of the Sustainable Development Goals** depend directly on closing gender gaps. Yet deep inequalities persist in labor participation, access to financing, and representation in decision-making spaces.

In this challenging context, the **GLI Forum LatAm 2025** once again demonstrated that the equality agenda not only inspires—it mobilizes, connects, and transforms. More than **1,700** attendees from **33** countries gathered in Mexico City, consolidating the GLI Forum as the most important platform for gender lens investing in the region.

Over three days, we experienced a powerful agenda: **more than 60 sessions, 280 speakers, and seven simultaneous spaces** where discussions ranged from integrating a gender lens into financial systems to the role of impact investing in building more resilient communities. Leaders from multilateral organizations, companies, family offices, investment funds, the public sector, academia, and entrepreneurs came together to activate alliances and design concrete solutions.

Beyond the numbers, the most valuable outcome of this edition was the connection among strategic actors. We brought together more than **90 investors** in an exclusive gathering; announced five new high-impact alliances, including the transfer of our lending operations in Mexico to Avanza Sólido; and strengthened ties with donors and allies who make it possible to sustain and expand this movement.

The GLI Forum LatAm 2025 reminded us that, even in a context of setbacks and resistance, gender equality remains the most powerful lever for transforming economies and entire societies.

As I shared during the opening remarks of the forum:

“The future is not built on fear; it is built on equality. And here we are. Once again, the agenda brought us together.”

This document is a testimony to what we achieved together. And above all, an invitation to keep pushing—because the path toward a more just and inclusive Latin America is built with every partnership, every investment, and every decision that places women at the center.

Thank you for being part of this movement.

Carmen Correa
CEO, Pro Mujer



GLI 2025 in numbers



+1,700 attendees



+280 speakers



+30 countries represented



+60 sessions





Cristina Recke, Patient Relations and Alliances Manager, Pfizer Mexico.

"An exceptional forum with outstanding participation. It is evident that this is more than just an event: it is a diverse and far-reaching movement. It exceeded our expectations. We connected with the right audience to showcase and strengthen our advocacy efforts."



Johanna Granitzer, Deputy General Manager, Banco ProCredit Ecuador.

"Top-level speakers, impeccable organization, and great visibility. We made valuable connections with potential clients and partners. Mission accomplished."



Alejandro Salcedo, HR Director, SOFIPA.

"A very enriching experience with meaningful connections during the event. Our participation gave us the visibility we were looking for. We enjoyed it immensely. Count on us for 2026!"



Lorenzo Jiménez, UNDP Representative in Mexico.

"The forum is another stone in the wall symbolizing the long-awaited goal of gender equality and social equality for all men and all women."



Cecilia Foxworthy, CEO, Agora Partnerships.

"What I always look for when I come to these forums is connection. That nourishes me, and it also helps the organization I lead continue doing what we do."

The GLI Forum LatAm Sets the Agenda

In a competitive media landscape, we positioned the GLI Forum LatAm 2025 at the center of public conversation in Latin America and beyond. Despite regional information saturation, the Forum's agenda stood out and became a reference point across media and digital platforms.

Press Impact



+250
media stories—an
80% increase
compared to 2024.



Coverage in 10
countries: Mexico,
Argentina, Chile,
Paraguay, Bolivia,
Colombia,
Dominican
Republic, Canada,
the U.S., and Spain.



Featured presence
in international
outlets such as El
País, La
Vanguardia,
Infobae, and
Agencia EFE,
marking a
milestone in the
forum's global
visibility.



In Mexico, we
achieved coverage
in 5 of the 7 most
visited news sites.
(El Universal, El
Financiero, Milenio,
Excélsior, La
Jornada).



Social Media Impact



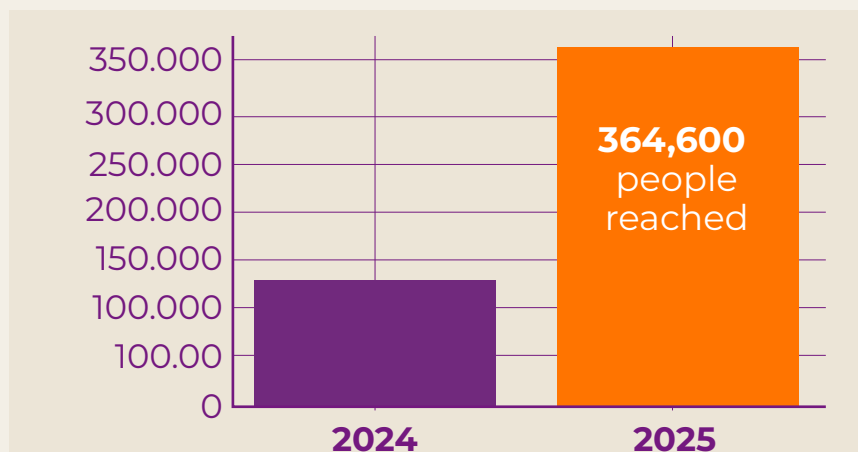
555,200 video views

(+135% vs. 2024)



364,600 people reached

(+195% vs. 2024)



4,480 interactions

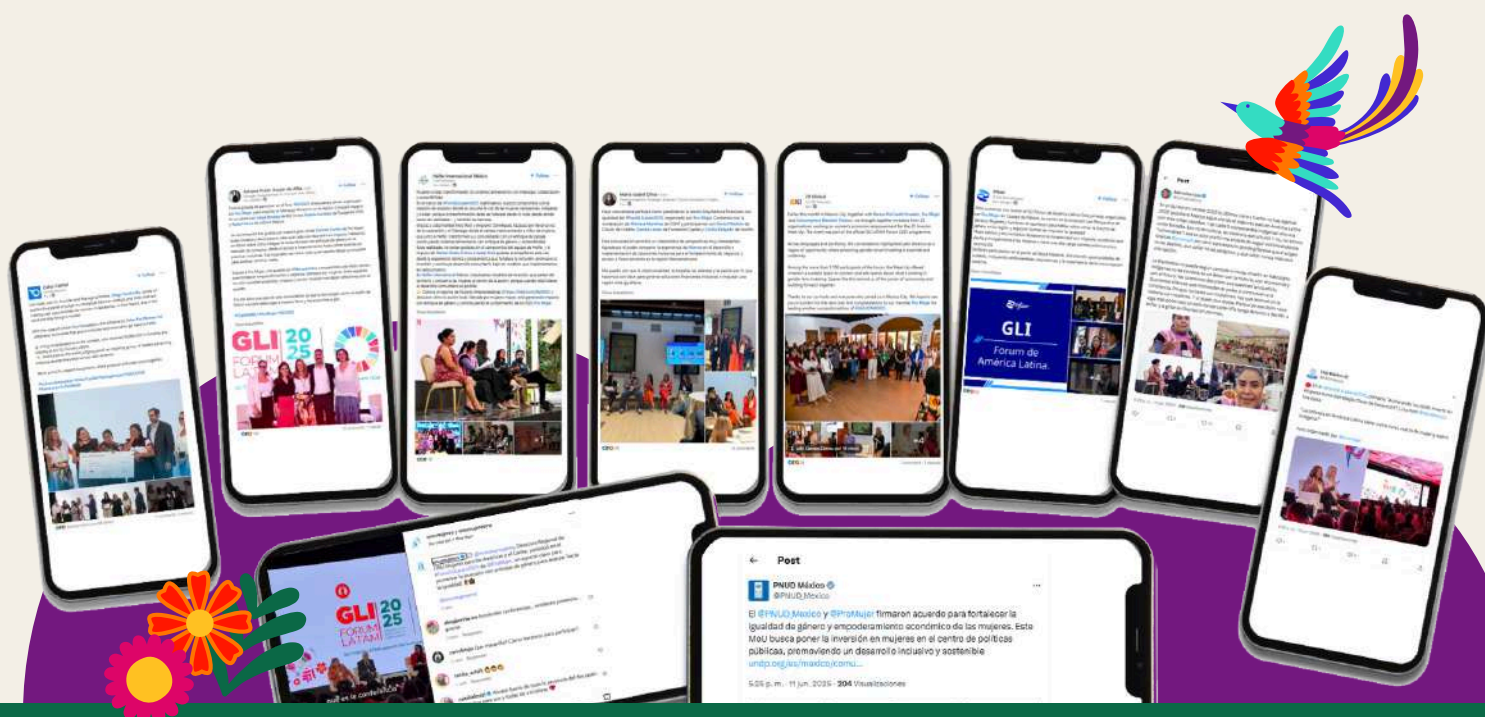


+1,832 new followers

(+290 vs. 2024)



580+ mentions during the event across official platforms



Context and Background

The global and regional landscape for **gender equality shows important progress**, but **persistent gaps threaten the achievement of the SDGs by 2030**. Currently, only **15%** of Agenda 2030 targets will be met at the current pace. The figure becomes even more alarming when considering that **74%** of SDGs depend directly on closing gender gaps.

In Latin America and the Caribbean, the situation is particularly complex. **Four out of ten women are living in poverty or extreme poverty**, and the feminization of poverty has intensified in the past decade. Female labor force participation is just **52%**, 22 percentage points lower than men's, and nearly half of employed women work in informal jobs. Even when they participate in the labor market, they earn, on average, **20%** less than men.

Structural barriers remain vast. **73%** of women-led MSMEs lack the capital they need to grow, and only **11%** of women in the region have access to credit products compared to **53%** in OECD countries. Digital exclusion also persists: **40%** of women lack adequate internet access, and only **18%** of STEM graduates are women. Meanwhile, unpaid care work—representing **21%** of the region's GDP—continues to fall disproportionately on women, limiting their economic autonomy.

Gender-based violence remains another critical barrier: seven in ten women have experienced some form of violence in their lifetime, and at least 11 women are victims of femicide every day in the region.

A concerning trend is also emerging: backlash against women's rights and gender equality. Several countries are witnessing regulatory regression, institutional weakening, and narratives aimed at delegitimizing decades of progress. As many voices at the Forum stated, ***"When crises emerge, gender agendas are the first to be weakened."***



Investing in women is one of the most effective strategies for achieving the SDGs and building more inclusive, resilient economies. The evidence is clear: for every dollar invested in women's health, three dollars of economic growth are generated; closing gender gaps in employment could increase global GDP per capita by **20%**; and addressing the financing gap for women-led MSMEs represents a **\$93 billion** market opportunity.

Despite this proven potential, only **6%** of investment fund capital in Latin America goes to women-led companies, and gender bonds represent less than 1% of thematic bonds globally.

In this context, the GLI Forum LatAm 2025 chose to focus its agenda on the SDGs. Advancing toward the 2030 Agenda requires accelerating gender-lens investing urgently and deliberately.



Spaces that Drive Action

The GLI Forum LatAm is not only a space for debate and inspiration—it is a true ecosystem where investment, culture, and entrepreneurship converge through a gender lens.

Investors for the SDGs

For the third consecutive year, we organized an exclusive gathering for investors in partnership with the Gender Knowledge Lab (GKL). Under the theme “Investors for the SDGs,” the space brought together representatives from investment funds, banks, financial networks, and multilateral organizations.

The program combined panels and working groups promoting gender-lens investing practices—including transforming internal structures, designing equitable financial products, building gender-sensitive portfolios, and integrating rigorous impact measurement.

Key conclusions:

- ➔ **Measurement and impact:** There is a lack of consistent methodologies and long-term follow-up. Gender lens investing carries the burden of having to “prove” its returns, unlike other approaches. The challenge is to use data strategically to assess what works.
- ➔ **Financial product design:** Everything starts internally—without diverse teams and inclusive leadership, effective product design is impossible.
- ➔ **Gender-equal investment portfolios:** Persistent barriers include a lack of data, flexible criteria, and representation of women in leadership.
- ➔ **Internal gender practices:** Challenges include a lack of real work-life balance policies, workplace violence, and biases around motherhood.

Do you want to know more details?

[CLICK HERE](#)

NO ES (SOLO) X AMOR AL ARTE

For the first time, the GLI Forum LatAm incorporated art and culture as drivers of social and economic transformation. In collaboration with Cultura Colectiva, an open call gathered 23 women artists across disciplines.

During three days, the Forum was filled with music, dance, poetry, theater, and visual arts, including more than 40 exhibitions, 15 live performances, and 10 stands in the “Mercadita Popular”. Each artist also received a scholarship to enroll in the Emprende Pro Mujer platform.



Entrepreneurs at the center

The GLI Forum LatAm 2025 also placed women entrepreneurs center stage. The Entrepreneurs Summit, in partnership with the **UPS Foundation**, gathered more than **180 participants** in a day designed to inspire, connect, and help them scale their businesses.

A kiosk featuring nine entrepreneurs trained in Emprende Pro Mujer generated over **\$7,000** in sales and new business opportunities.

As Mireille León, a Summit participant, noted: ***“This event planted many seeds that are already blooming.”*** Her words reflect the spirit of this space: more than just showcasing their products, it was about strengthening the entrepreneurs’ networks, enhancing skills, and highlighting the role of women as drivers of economic development.

Gender Lens Investing

Lens 1: Women in Leadership

The presence of **women in leadership positions remains an outstanding challenge** in Latin America and worldwide. This low participation reflects not only persistent **glass ceilings** but also cultural and structural biases that limit women’s access to decision-making roles.

Despite these barriers, the evidence is clear: **companies with gender-balanced leadership are more profitable, and diverse teams achieve better results.** In a context of digital transformation and sustainability, inclusive leadership is not just an ethical imperative—it is a proven strategy for innovation and growth.

At the GLI Forum Latam 2025, women leaders from different sectors agreed on the urgency of dismantling unconscious biases, creating **inclusive organizational cultures, and opening doors for new generations of women.** Their testimonies reflect a central truth: female leadership not only transforms companies but also redefines development models toward greater equity and sustainability.



Only **36%** of executive positions are held by women.
(Grant Thornton)

Supporting the **73%** of women-led businesses in the region that lack access to capital represents a \$93 billion opportunity.
(World Bank)

Key Actions

- **Break stereotypes and unconscious gender biases:** It is essential to make these prejudices visible and eliminate them to shape perceptions of women's leadership. This involves training leaders and executive teams on unconscious bias, reviewing recruitment and promotion processes, and ensuring female talent is evaluated by the same standards as male peers.
- **Implement organizational policies for equal opportunity:** creating parity protocols for selection, promotion, and compensation is key to progress. It is not enough to include women at the base of organizations; concrete, measurable, and monitored commitments are needed to guarantee access to decision-making roles. These policies must be supported by top management.
- **Promote visibility and recognition of women leaders:** The lack of role models remains a barrier for many young women aspiring to lead. Promoting the visibility of women in positions of power, sharing their stories, and publicly recognizing their achievements helps change collective mindsets and create space for new generations of women leaders across sectors.
- **Strengthen support networks and mentoring programs:** Guidance from experienced women to those starting their careers has proven an effective strategy to accelerate access to leadership roles. Networks and mentoring programs provide guidance, inspiration, and strategic contacts, reinforcing the idea that individual progress must go hand in hand with collective advancement.



Vanessa Dager, Chairwoman of Pro Mujer.

"For more women to reach positions of power, we must first understand that it's not just about opening the door, but keeping it open while others enter. From my experience, getting there requires character, but staying requires daily conviction."



María Elena Gallego, CEO, Collectron International.

"Female leadership continues to face multiple challenges, even as more women access strategic spaces. These difficulties stem not only from structural barriers but also from cultural and economic factors that still limit their growth."



Mariuz Calvet, Sustainability Director, Santander Mexico.

"It is essential to involve men in companies to drive cultural change. Many leaders overlook excellent candidates without realizing it, influenced by ingrained stereotypes. Promoting new masculinities is key to transforming patterns that limit equity."



Argelia Londoño, Deputy Director, Free and Productive Women of Colombia.

"A woman never grows alone. When one empowers her life, it has a multiplying effect."

Lens 2: Equality in the Workplace

Workplaces are decisive arenas for accelerating—or hindering—gender equality. In Latin America, **women continue to face a triple burden: fewer opportunities for formal employment, lower pay, and a disproportionate share of unpaid care responsibilities.** Discrimination, harassment, and a lack of shared responsibility limit the professional development of millions of women in the region.

The GLI Forum LatAm 2025 made it clear: **we cannot talk about fair economies if workplaces do not guarantee real equality, violence-free environments, and policies that recognize diverse career paths.**

Only 52% of women participate in the labor market (ILO), 22 percentage points less than men. (ECLAC)	Women earn, on average, 20% less than men. (ILO)
17% of women report not studying or working due to home care responsibilities. (ECLAC)	Companies with diverse teams are 82% more likely to develop innovative products or services (BCG) and 39% more likely to outperform market profitability (McKinsey).

Key Actions

- **Promote inclusive leadership:** Leadership that listens, incorporates diverse perspectives, and recognizes diverse talent transforms organizational cultures. Investing in inclusive leadership not only enables more women to access executive roles but also ensures business decisions better reflect social realities.
- **Implement equality and workplace flexibility policies:** Rigid schedules and a lack of work-life balance mechanisms deepen exclusion. Introducing flexible arrangements, anti-discrimination protocols, and mechanisms to sanction harassment are essential steps for women to enter and remain in the labor market on equal terms.
- **Create an inclusive organizational culture:** Equality cannot be limited to parity figures; it must be part of the company's DNA. Inclusive culture requires gender training, changes in talent management, and the elimination of bias in performance evaluations. Only then can the everyday experience of women workers be transformed.
- **Foster shared responsibility for care:** Care cannot remain an individual obstacle for women; it must be recognized as a social and shared responsibility. Implementing equitable parental leave policies, workplace childcare services, and collective agreements is key for both men and women to develop fully.
- **Eradicate and condemn all forms of violence:** Collective action to eliminate gender-based violence is not limited to the public sphere. Moving toward a paradigm shift also requires active commitment from the private sector. As job creators and culture builders, companies play a key role in transforming dynamics that reproduce inequality and in guaranteeing safe workplaces for all.



María Noel Vaeza, Regional Director, UN Women.

"We all provide care—from our babies to our elders. And we do it for free. Economies grow on the invisible work of women."



Geraldina González de la Vega, President, COPRED.

"Pregnancy remains one of the main reasons for discrimination in the private sector. Not always through direct dismissals, but through harassment that pushes women to resign."



Martha Barroso, Director of People & Culture, ManPowerGroup LATAM.

"When company leadership is not convinced of the importance of diversity, inclusion policies become empty words."



Gabriela Lozano, Diagnostics & Implementation Coordinator, Grow-Gender and Work.

"Violence at work is not always intentional or repeated. That's why we need a new social contract in workplaces."

Lens 3: Products and Services Designed for Women and Girls

The lack of gender-sensitive design in products and services perpetuates inequalities. Many women lack access to credit, differentiated health services, or technologies tailored to their needs. Including a gender lens in innovation means listening to and understanding the realities of women and girls, ensuring that solutions respond equitably to their challenges.

At the GLI Forum LatAm 2025, it was emphasized that market transformation begins by recognizing that what is neither measured nor intentionally designed cannot be solved.

73% of women-led MSMEs lack access to capital to invest in their businesses. (World Bank)	In Latin America, only 11% of women have any credit product, compared to 53% in OECD countries. (World Bank)	60% of women identify a lack of digital skills and competencies as one of the main barriers to entrepreneurship. (IDB)
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Key Actions

- **Develop research and design with a gender perspective:** Listening to women and girls as active users enables the creation of relevant solutions. Incorporating participatory methodologies in research and development ensures that products and services respond to real needs rather than assumptions.
- **Offer inclusive financial tools:** Barriers to accessing credit and formal banking remain enormous. Creating adapted financial products—flexible microcredits, inclusive insurance, accessible digital services—allows women entrepreneurs and workers to move toward economic autonomy.
- **Promote technology for empowerment:** Technology can be a catalyst for equality if designed inclusively. Adapted digital platforms, inclusive access to data, and digital skills training programs for women and girls are strategies with transformative potential.



Isabel Berdeja, Gender and Social Inclusion Officer, IDB Invest.

"When technology is not designed with the user at the center, considering women's differentiated needs, we are not solving the root problem."



Adriana Prieto, Sustainability Manager, Mercado Libre Mexico

"Technology is a catalyst for reducing gender gaps, but it must be accompanied by collaboration and inclusive data analysis."



Ledénika Méndez, Academic Researcher, UNAM

"Many women do not know how to use digital tools, which limits their full participation in the digital environment."



Rafael Garza Medrano, General Director, inDrive Mexico.

"You are born a woman and already lack access to 97% of venture capital. Fair access to technology can eliminate those barriers."

Lens 4: Equality in Value Chains and Advocacy Practices

Value chains are spaces where structural inequalities are reproduced—but also where they can be transformed. In Latin America, women lead enterprises yet face **greater barriers to accessing financing, integrating into supply chains, or scaling their businesses.**

The GLI Forum LatAm 2025 highlighted that when a gender perspective is integrated from production to consumption, **value chains become engines of economic inclusion, climate resilience, and sustainability.**

Key Actions

- ➔ **Develop internal practices for inclusive chains:** Large companies can set standards that guarantee decent working conditions and equitable access for women suppliers. Adopting inclusive procurement criteria is a decisive step toward transformative value chains.
- ➔ **Ensure equal opportunities in the supply chain:** Transparent processes are needed so that women and men can participate on equal terms as suppliers and contractors. This includes facilitating access to information, training, and resources that reduce entry barriers.
- ➔ **Influence public policies and strategic alliances:** Transforming value chains cannot fall solely on the private sector. Political will, gender-sensitive budgets, and regulatory frameworks that guarantee equality are required, along with alliances with social and multilateral actors.



Fátima Gamboa, General Director, EQUIS: Justicia para las Mujeres.

"There is no possible reform without budget, monitoring, and the active participation of women at all levels."

Takeaways

The GLI Forum LatAm 2025 reaffirmed that gender equality is not an aspiration but an essential condition for achieving the Sustainable Development Goals (SDGs) and building more resilient, fair, and sustainable economies.

Over three days, leaders from all sectors shared a common message: investing in women is investing in the future. The experiences presented demonstrated that gender-focused solutions generate tangible returns—economic, social, and environmental—and have the power to transform realities on a large scale.

In a regional context marked by setbacks, the event served as a reminder that women's rights cannot be taken for granted. It is urgent to safeguard the progress achieved, strengthen cross-sector alliances, and multiply investments that prioritize inclusion, diversity, and female leadership.

The challenge ahead is clear: scale up models that work, strengthen gender-sensitive data, and ensure that every policy, product, and economic decision integrates equality as a guiding principle.

Latin America has the talent, innovation, and determination to lead this change. The GLI Forum LatAm 2025 was proof of that: an expanding movement that not only imagines a future with greater equality but builds it—investment by investment, partnership by partnership.





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