



**ECOSOC  
Partnership  
Forum**



**2025**

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**5 FEBRUARY 2025 | UNITED NATIONS HEADQUARTERS NEW YORK**

## 2025 ECOSOC Partnership Forum Side Event

### ***PROGRESS AND GOALS OF THE PRIVATE SECTOR IN MEXICO IN THE AREA OF GENDER EQUALITY***

[Hallazgos del primer estudio sobre: AVANCE Y METAS DEL SECTOR PRIVADO EN  
MÉXICO EN MATERIA DE IGUALDAD DE GÉNERO](#)

February 5th, 12:00 p.m. (New York) 11:00 a.m. (Mexico City) VIRTUAL

Organized by:

UN Women Mexico  
Global Compact Mexico

#### **Background on the event**

This session will present the results of a pioneering study that reflects the advance in the measurement of gender equality in the private sector in Mexico. For the first time, available literature and official data are brought together to offer a comprehensive and updated view of the state of gender equality in Mexican companies.

#### **Key Issues discussed**

- After 4 years of joint work between UN Women Mexico and Global Compact Mexico we have corroborated the mutual benefits of linking our experience to guide audiences and promote gender equality in the private sector.
- The study “Progress and Goals of the Private Sector in Mexico in the area of Gender Equality”, that we are presenting today reflects the working model we –

UN Women Mexico and Global Compact Mexico – have consolidated to achieve the common goal of promoting gender equality in the private sector.

- The study articulates different pieces where dimensions of gender equality in the private sector can be identified.
- The study presents the effort to understand how companies (large, small and medium-sized) implement gender equality commitments and the challenges they face, thus providing a solid basis for future action.
- In Mexico, although barriers to female labor participation and access to better job opportunities persist, the picture has been gradually improving. An example of this is the constitutional reforms promoted to reduce the gender wage gap.
- During this session, the audience will learn about real examples and actions that companies have implemented to promote the Women's Empowerment Principles.

### **Key recommendations for action**

- All companies can invest in gender equality actions to transform the working lives of their female employees.
- The most advanced companies in gender equality have internal and external motivations. In the case of Mexico, the four most frequent reasons that motivate companies are:
  - 44% Top management conviction.
  - 27% Requirements of global corporations, investors or clients.
  - 21% Culture of sustainability
  - 19% Diversity culture
- Decalogue for companies that want to advance in gender equality:
  1. Promote gender equality from the highest decision-making level.
  2. Use The WEPs Gender Gap Analysis Tool.
  3. Take advantage of gender equality resources offered by UN Women and Global Compact.
  4. Define objectives with goals and deadlines.
  5. Have an area or working group in charge of the gender equality strategy.
  6. Regularly consult with employees about their needs.
  7. Build objective metrics related to gender equality.
  8. Encourage more men to take paternity leave and keep a record of who takes it.
  9. Optimize social responsibility actions to have an impact on gender equality.
  10. Leverage advances in the gender equality strategy to strengthen communication beyond the moment of joining the WEPs or the Global Compact.