



#AccelerateEquality



WORLD BANK GROUP
Gender

WORLD BANK GROUP 2024-2030 GENDER STRATEGY CONSULTATION FEEDBACK SUMMARY

November 9, 2023

Virtual Consultation in Mexico

Private Sector and Academia

MISSION OVERVIEW

On November 9, 2023, the World Bank Group conducted a virtual consultation with stakeholders from private sector and academia in Mexico on the proposed World Bank Group Gender Strategy 2024-2030. This discussion aimed to engage, learn, get feedback, better understand opportunities and challenges for gender equality and empowerment, and identify potential areas for collaboration. Key inputs from the consultation are summarized below and will be considered in developing the strategy.

KEY MESSAGES AND FEEDBACK

- The World Bank Group gender strategy consultation in Mexico **endorsed the proposed strategic objectives**. Several points were highlighted, including:
 - The urgent need to end gender-based violence (GBV);
 - Elevating human capital, especially for women and girls in STEM fields;
 - Expanding and enabling economic opportunities;
 - Increasing access to support services, especially for caregiving; and
 - Engaging women as leaders.
- The consultation **welcomed the proposed drivers of change, especially collective action**, including involving men and boys in promoting gender equality, as well as innovation and financing.

MEETING TAKEAWAYS

Takeaways from the stakeholder meeting included the following:

Meeting with Private Sector and Academia

Participants:

- Bolsa Institucional de Valores (BIVA) – Institutional Stock Exchange
- Bolsa Mexicana de Valores (BMV)
- Grupo Coppel
- Grupo Xcaret
- Instituto Mexicano para la Competitividad (IMCO)

- Instituto Tecnológico y de Estudios Superiores de Monterrey – Monterrey Institute of Technology and Higher Education
 - The Confederation of Industrial Chambers of Mexico (CONCAMIN)
 - Uber
- Key topics discussed included the need to engage boys and men to avoid backlash from gender norms, increasing participation of women in STEM, encouraging women to cross-over to male-dominated sectors, promoting women’s leadership, redistribution of care responsibilities and improved access to child and elder care (as well as interventions to increase trust and demand of these services).
 - Identified gender inclusion barriers included deficiencies in gender data collection and dissemination, including diagnostic efforts to identify challenges and potential solutions, and building the business case for more gender diversity in the private sector. Challenges also included the lack of operationalization of company guidelines and procedures, especially concerning gender-based violence (GBV), and the various levels of commitments, needs, and capacities within the private sector to address gender inclusion. The importance of intersectionality was highlighted, including differences among women-led businesses across sectors, company size, and whether the firm is publicly listed.
 - Areas of collaboration included the generation of private sector sex-disaggregated data, including for small and middle-sized enterprises. The development and dissemination of research on the business case for gender diversity in the private sector were also discussed. Additionally, sharing toolkits and practical guides on designing, implementing, and evaluating gender-inclusive policies, and providing support to strengthen local networks of women leaders, including the creation of databases, coordination efforts, and training, were identified as key areas for joint action.