



Colloquium on Global Diversity:

Creating a Level Playing Field for Women

**February 25-26, 2016.
New York, USA.**

Gender Gap Index

Mexico

Gender Gap Index 2014

Rank

80

(out of 142 countries)

Score

0.690

(0.00 = inequality, 1.00 = equality)

Key Demographic and Economic Indicators

GDP (US\$ billions).....	1,042.15
GDP (PPP) per capita (constant 2011, international \$).....	16,316
Total population (millions).....	122.33
Population growth (%)	1.22
Overall population sex ratio (male/female).....	0.97

Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Benchmark in México

COMPANY:	PROGRAMS IN PLACE										
	Diversity & Labor Inclusion Priority	Coaching & Mentoring	Maternity & Paternity Support	Promoting Respect in the Workplace	Employees Network (LGBT)	Women's Network	Flexible Ways or Working	Gender Equality Committee	Retention	Executive Women Development	Gender Balance Training
ACCENTURE	0			0							
ALSEA	No initiatives in place yet										
AMERICAN EXPRESS	0		0		0	0	0				
BAL	0									0	
BIMBO	0										0
ERNEST & YOUNG	0	0				0	0	0			
GENERAL ELECTRIC MEXICO	0					0					
GENERAL MOTORS MEXICO	0		0			0					
IBM MEXICO	0					0					
ITESM	0		0				0			0	0
KIMBERLY CLARK	No initiatives in place yet										
MANPOWER	0		0								
MICROSOFT MEXICO	0			0							
NESTLE	0	0	0				0		0		0
PEPSICO ALIMENTOS MEXICO	0	0	0								
PROCTER & GAMBLE MEXICO	0	0		0							
PwC	0		0						0		0
UNILEVER	0		0			0	0				0

What is Working – What to avoid



DO'S:

- * Showing the Business Benefits of Gender Diversity (specific business examples, for example: In Nestle confectionary sales force increased the sales volume almost 50% when we hired 50% of women as part of it)
- * Understanding the cultural reality of each country and analyzing with the local staff what messages from the Global programs could be rejected for cultural or social reasons
- * Introduce women's development as a natural evolution of society and not as a business responsibility
- * Mentoring-Sponsor programs to reinforce, technical competencies, right mindset to succeed and promotion of their talent
- * Identify diversity champions outside HR
- * Create broad pipelines of talent and assign them to key leaders as part of their development agenda

- * Labeling programs such as "Women leaders", "Women's Committee", etc.
- * Establishing programs that allow men the image that women are men's new enemy at work (now you have to be a woman to advance).
- * Labeling programs or allowing them to be perceived as Human Resources Programs



DON'TS:

My Proposal



Gender Quotas:



