



## Gender gaps ENCOURAGE INEQUALITY GAPS

### SUMMARY

Although we have observed some improvements on the combat to different gender gaps, girls and women in Mexico usually face difficult situations which happen because since the very first moment legislation processes take place, they are already affecting their future opportunities. Nowadays, we are quite far from gender equality, however, by being aware of our problems, we all might help to solve them if we work hard to reduce those gaps.



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In Mexico and around the world we will not be able to have better societies if we find discrimination gaps and violence against girls and women. Unfortunately, in Mexico issues related to improving the conditions about gender gaps are not a real thing.

Girls and women are affected by a system that automatically denies them access to welfare, so it is difficult for them to have access to education and healthcare services just for the simple reason of being women.



### What is gender inequality?

According to the UN, gender inequality is a general phenomenon that forbids women to have a decent job and it exposes them to face differences in salaries due to gender matters.

### A majority that does not get attention

Women represent more than 50% of people in the country, that is to say 64,540,634 people based on the population and housing census developed by the National Institute of Statistics and Geography (INEGI). Their quality of life is affected by economic, political, and social factors; and we are able to detect discrimination-based attitudes that pro-

mote the increase of gaps caused by social deprivation.

In the country this situation becomes a pain for women in every stage, from early childhood due to lack of access to healthcare services, until adulthood because in their productive age women earn 6% less than men, so opportunities and decent jobs for them are limited.

### What is being measured in the report “The Women, Business and the Law Index”?

It measures laws and regulations in eight areas related to the participation of women in 190 countries. The eight areas being analyzed are: mobility, jobs, incomes, matrimony, parentality, entrepreneurship, assets, and retirement.



In Mexico and all over the world, women face contexts full of inequality which do not contribute to building a better society.

### Deficient results on equality issues at workplaces

Beyond the speeches given, the reality shows that the work made on this area in this country and around the world has not been enough. On the planet, about 2,400 million women in working age are unable to find equality in opportunities related to economic matters. At least in 178 countries, according to estimates made by the World Bank, women face legal barriers and they are unable to participate in the labor market.

In accordance with the study “The Women, Business and the Law Index” conducted by the World Bank in 2021, Mexico is ranked in the position 45 out of 190. Despite increasing 5 points on the global score on this index, passing from 83.8 to 88.8 points, Mexico still has work to do on many issues like: laws that affect women’s salaries, laws that affect their work after having children, and laws that affect the amount women will get when they retire.



### Insufficient progress

Although progress has been observed in gender matters, we have not reached the levels mentioned in the different speeches about our societies giving up all the practices that affect the opportunities women might get access to.

Let us give an example: The increase of women participating in the economy of the country encouraged their professionalization, so we observed a gradual increase in the number of women who graduated from different universities.

### For the reduction of gaps and the continuity of rights

Being a woman and living in Mexico might become a nightmare due to the limited opportunities they have access to, or just by the fact that enjoying their rights to have a decent life might become an impossible mission. Currently, the life of girls and women either in educational or

political contexts, became a matter of being lucky or assumptions made on moral or legal cases.

The fight started by thousands of women in Mexico and around the world aims to eradicate inequality based on gender issues. There is still a long track on the way, however, initiatives like the United Nations Agenda 2030, encourages the eradication of those gaps.

At Congregación Mariana Trinitaria we are convinced that women are the engine of the society, for this reason, we have implemented different integral solutions based on our Welfare Ecosystem, which aims to address inequality and gender gaps. Currently, the Program CMT Supportive Contribution aims to provide basic elements to education and healthcare, tools for technology and digital services to encourage financial and productive inclusions.



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