

Key Take-Away: Given the high scores for women entrepreneurs, Mexico City needs to work on helping women take their business to the next levels.

Mexico City

Overall Score: 31.8 out of 100. To compare, top ranked New York City had a score of 62.9

Overall Rank: 45th out of 50 cities measured

On the dimensions measured, Mexico City does particularly well on policies that can help impact a supportive *culture* for women entrepreneurs as well as its market size, access and cost including top scores in:

- ✓ Collection of city level data on income or employment by gender
- ✓ % of women in parliament
- ✓ Most female entrepreneurs as a percent of all startups in the city
- ✓ Cost of living
- ✓ Equal remuneration for equal work (“fair pay policies”)
- ✓ Paid maternity and paternity leave

Areas to Improve

- Despite Mexico City scoring highly for the % of women in parliament, there is an under-representation of women in visible leadership positions
- Indicators in the areas of Role Models, Mentors and Crime are below median scores in the index

Key Recommendations

- Dealing with a culture of crime against women is a first step towards changing the overall culture that is more supportive of high potential women entrepreneurs
- According to experts it is necessary to implement gender-based security policies in order to cope with crimes against women. Moreover, it is also important to improve access to justice for women that have been victims of any crime. There are few groups to support women to start their own businesses but not many related to promote women owned businesses. The most representative is the Mujeres Pyme program <http://empresarias.inmujeres.gob.mx/>
- Work on getting women the skills they need to not just start a business but manage all aspects of a business. In the short term, one opportunity is to provide business training in ways that women can access and fits with their other responsibilities. A longer-term strategy would be to increase female faculty in business schools to help encourage women to enroll and complete business and MBA programs
- The government can also set targets for procuring goods and services from women owned businesses. This can help women scale their businesses by having a steady contract as well as encourage investors to invest in their business

Recent Positive Developments:

- ✓ Amexcap created the **Investor’s Women’s Committee** to increase participation to 20%.
- ✓ Jaguar Ventures (40%), Auria Capital (33%) ALL VP (29%) and Variv Capital (27%) are among the Mexican investment funds that invest the most in companies led by women.
- ✓ According to media reports, **15% of investment funds in Mexico are managed by women** and in the US only 10% are managed by women.
- ✓ Political and electoral reform in 2014 **included gender parity laws** in order to give equal access to political participation and representation for women. This has significantly increased women’s representation in parliament.
- ✓ In August 2017, Congress reformed the Provisions of General Character Applicable to the Securities Issuers and Other Participants of the Securities Market so **private entities reveal the gender distribution of their directive positions**.
- ✓ Recently, Congress reformed the Federal Labor Law so **working mothers can transfer up to five of the six weeks of leave** before the birth of their babies to the post-natal leave period. Additionally, during lactation, working mothers will have the right to decide between having two extraordinary rests per day, of half an hour each, to feed their babies or to perform the manual extraction of milk. When this is not possible, the workday will be reduced by one hour for six months, without affecting their salary.