

GENDER AND DIVERSITY



The MIF is committed to promoting gender equality and women's economic empowerment, using a variety of tools—projects, research, evaluation, events, and more—to identify and test innovative approaches that address the barriers the region's women and men face in accessing economic opportunities. Since 2011, the MIF has mobilized more than \$87M in direct and counterpart financing for such projects, and its commitment is woven throughout its three new areas of focus:

- In climate-smart agriculture, closing gender gaps in access to inputs (including technology and finance) could increase farm yields in developing countries by 20%-30% and raise production by up to 4%.
- Closing gender gaps in areas such as property titles (women's exclusive or joint titling of homes ranges from 22% in Argentina to 46% in Nicaragua) and leadership (only 22% of city council members in the region are women) could lead to more inclusive cities.
- Closing gender gaps in education and employment in knowledge economy sectors would maximize human capital. Women are 60% of tertiary education graduates in LAC, but only 11% study STEM concentrations.

Examples of MIF projects that address issues of gender equality include:

■ WOMEN PREPARED FOR THE HIGH-TECH WORKFORCE

Laboratoria, founded in Peru, is a social enterprise that recruits talented young women from low-income backgrounds and teaches them coding and other Web-development skills, trains them in "soft" skills such as communications, and matches them with employers. The MIF supports Laboratoria in training 10,000 women, consolidating its model, and developing a strategy to scale up its operations in Chile, Mexico, and Peru.

■ FINANCE TAILORED FOR WOMEN-LED ENTERPRISES

women entrepreneurship Banking (weB) provides incentives for financial institutions to launch innovative lending models tailored for women-led micro, small, and medium-sized enterprises. This joint initiative between the MIF and the IIC has mobilized \$962 million in MIF grants, IIC loans, and counterpart financing to support 15 financial institutions in 9 countries. An estimated 185,000 women-led businesses will benefit from weB projects by 2019.

■ ENHANCING INVESTOR EXPOSURE TO WOMEN ENTREPRENEURS

WeXchange, founded by the MIF, is an annual forum that seeks to support women entrepreneurs in forging the business connections they need to grow their companies. The third edition, organized in conjunction with the regional accelerator and investment fund NXTTP Labs, brought together more than 200 entrepreneurs, mentors, and investors from 17 countries in 2015. Participants had mentoring sessions and pitched their companies to investors interested in the Americas.