Together on board transforming the world
- Amecomex -





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Gender pay gap

130
years

GLOBAL

150
years
LATAM

49
years
US

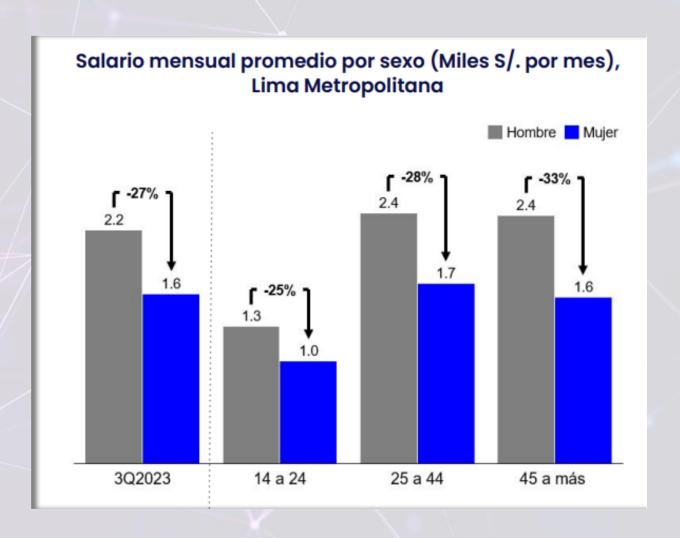
75
years
STEM



What about Perú?

Women earn on average 27% less than men

- Population with adequate employment: 63% men & 37% women
- ➤ Unemployment 5.8% men vs 7.4% women
- ➤ The gap increases after 45 years of age 33%



What about the industries?

No matter what industry you're in, the gap in the C-suite remains large.

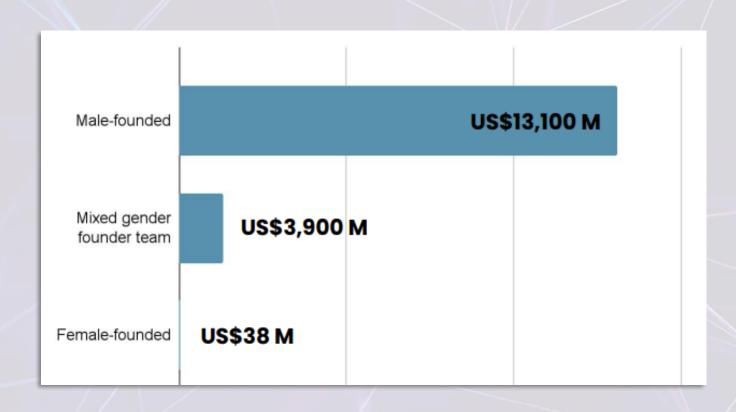
	Percentage of women in		
	Entry-level position (a)	C-suite level positions (b)	"Drop to the top" (b)/(a)
Consumer Services	57%	38%	0.68
Retail	53%	36%	0.67
Education	60%	39%	0.64
Administrative and Support Services	50%	29%	0.59
Professional Services	45%	26%	0.58
Entertainment Providers	52%	30%	0.57
Oil, Gas, and Mining	24%	14%	0.57
lospitals and Health Care	71%	40%	0.56
Overall	46%	25%	0.56
Manufacturing	34%	19%	0.55
Farming, Ranching, Forestry	36%	20%	0.54
Technology, Information and Media	37%	20%	0.53
Sovernment Administration	55%	29%	0.53
Accommodation and Food Services	49%	26%	0.53
Utilities	35%	18%	0.52
Wholesale	38%	19%	0.50
Transportation, Logistics, Supply Chain and Storage	34%	17%	0.50
Construction	25%	12%	0.49
inancial Services	49%	23%	0.47
Real Estate and Equipment Rental Services	54%	23%	0.43

For Transportation, Logistics, Supply Chain and storage the representation drops from **34**% in entry level to **17**% in the C-Suite.

Fuente: Linkedin Economic Graph by WEF 2023

What about the startups?

Latam: In 2022, \$13.1B went to startups founded by men. That same year, \$38M was given to startups founded by women.



This graph does **NOT** have an error.

It's just not seen.

Why it is important to have this data on hand?

"Economic empowerment, economic autonomy are the direct paths to eliminate the gender gap"

"Women have 80% of the power to purchase goods and services. If women are not on the board, the board will not be able to know the real needs."

"Gender equality is good business, because when women enter we look differently"

"You can contribute to reducing these gaps"

Gender biases in our environment and in ourselves

Women take care, men take charge

Perception

☐ Women consistently and irrationally underestimate their abilities.

66%

De mujeres CEOs en EEUU se dieron cuenta de que podrían ser CEOs solamente cuando alguien más se los mencionó.

8%

De mujeres menciona que tomar riesgos ha contribuido a su desarrollo profesional, vs. 73% que atribuyen su éxito al trabajo duro

Fuente: KornFerry Women CEOs speak (2017), KPMG Women Leadership Study (2019)

Stereotypes

- Extreme perceptions: either very harsh and bossy, or very soft and permissive. never enough
- ☐ The threshold of high competition: higher standards and lower rewards
- ☐ "La mala onda": either you are competent or you are nice, not both

Biases with ourselves (Imposter Syndrome)



Impostor Syndrome (IS) a behavioral health phenomenon described as doubt about intellect, abilities, or achievements among high-achieving people.



In research since 1978

1991-2001: 250 studies

2001-2021: 3500 studies

Why?

The studies show that impostor syndrome is common among Latino, women and other minority students and professionals

Confidence gap composition



Perception: Women consistently underestimate their abilities compared to their male peers



Approval: Women don't take personal credit for their achievements as much as their male peers



Practice: Women do not apply, negotiate, ask as much as their male peers

What we can do?



Inquire



Generate understanding in others



Action to resolve



There is NO small action

