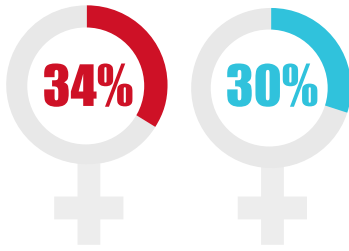
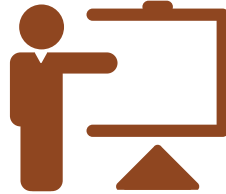


## Main findings – Mexico



### Gender representation:

Women make up **34 per cent** of lawyers overall and **30 per cent** of senior lawyers.



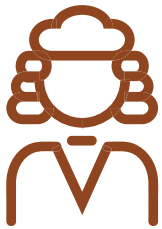
The three most popular initiatives are:

- **Flexible working arrangements**
- **Leadership training for women**
- **Target setting**

### Gender monitoring:

**85 per cent** of respondents monitor gender balance overall.

**73 per cent** monitor gender balance overall and within senior positions.



Out of the 11 Supreme Court Justices of the Supreme Court, five are female judges (**45 per cent**).



Within law firms, women make up **39 per cent** of lawyers and **17 per cent** of lawyers in positions of seniority.



Within the public sector, women make up **35 per cent** of all lawyers, and hold **33 per cent** of lawyers in positions of seniority.



**Flexible working arrangements**, despite being the most popular initiative, is perceived as the fourth most effective by respondents.



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