

INSTITUTO MEXICANO PARA LA COMPETITIVIDAD, A.C.

20

**Annual Report**

24

IMCO

## 2024: A year of analysis and take-away ideas

In this election year, IMCO focused on providing ideas and proposals to promote a more competitive country at the federal and local levels. It developed evidence and analysis to nurture the public agenda with key issues regarding Mexico's future. The following are highlights of this year's institutional milestones and achievements:



### Economics:

- **IMCO is the local partner of the World Economic Forum (WEF)** in Mexico in conducting surveys for their reports and disseminating results related to Mexico.
- **IMCO's analyses were cited in the Organization for Economic Co-operation and Development (OECD)** report "Economic Survey of Mexico", addressing key issues such as water, energy, the labor market, public finance and education.
- **IMCO contributed a chapter on energy in North America** to the Brookings Institution's USMCA Forward 2024 Report, which discussed the Brookings energy research and proposals.
- **IMCO participated in an open parliament session to discuss the Federal Expenditure Budget Project** on infrastructure investment and its relationship with economic growth, organized by the Budget and Public Account Commission of the Chamber of Deputies. The data was cited in the 2025 budget ruling. IMCO also participated in the roundtable on economic development organized by the same commission.
- **IMCO remains a leader in national and international public discussions on North American energy markets.** The institution presented its analyses and participated in dialogues on the status of the energy sector, national and regional infrastructure and the outlook for state-owned companies with the Center for Strategic and International Studies (CSIS), the Wilson Center, the Institute of International Finance, the U.S. Embassy in Mexico, the Japan External Trade Organization (JETRO) and the BlackRock investment fund, among others.
- **IMCO presented its comprehensive proposal for Mexico's Industrial Policy**, based on which it has held dialogues with the Ministry of Economy, the Economic Development Advisory Council (Consejo Asesor de Desarrollo Económico Regional y de Relocación de Empresas), as well as other local government representatives from Oaxaca, Querétaro and Chihuahua.
- **The institution is a key voice in the nearshoring agenda and Mexico's economic relations with the world.** Institutional research and perspectives were presented to the Inter-American Development Bank, the Development Bank of Latin America and the Caribbean (CAF), the United Nations Development Program (UNDP), the Commercial Service of the U.S. Embassy, the Consulate General of Mexico in Houston, the Aspen Institute Germany, the Mexican Association of Secretaries, Mexican Association of Secretaries of Economic Development (AMSDE), as well as other organizations and actors at the subnational level.

- IMCO participated in efforts to strengthen Mexico's economic relations. The institution was present at the **Americas Competitiveness Exchange** organized by the Organization of American States, which brought together leaders from more than twenty countries in the State of Michigan, with the purpose of promoting cooperation and exchanging ideas and projects. It also formed part of the **Global Advisory Group of the Konrad Adenauer Foundation** to discuss geopolitical risks and trends in the global economy.
- **IMCO's analysis of Mexico's economic outlook and risks** was presented to the Inter-American Development Bank (IDB), the Bank for International Settlements (BIS), the embassies of the United States, Canada and Japan, Moody's sovereign team, Bank of America, BNP Paribás and Trans-National Research.
- **IMCO continues to promote proposals for fiscal responsibility and continues to promote fiscal federalism.** It was consulted by the Tax Foundation for a dialogue on the International Tax Competitiveness Index 2024. In addition, IMCO conducted an analysis on the efforts of state governments to generate their own resources, which was published by the University of Guadalajara.
- **IMCO developed research to provide evidence on strengthening regulatory frameworks and facilitated working groups** for decision makers in seven governments: Chiapas, Veracruz, Tabasco, Oaxaca, Quintana Roo, Yucatan and Campeche. This project was carried out as a subcontractor in the USAID-funded SURGES project.



## Data analytics

- **IMCO maintains an active agenda of dialogue to promote the economic development of the entities through the State Competitiveness Index.** Currently, it has a relationship with 21 entities to analyze their performance and design public policies based on the evidence of the Index. This project serves as a basis for preparing development plans and monitoring key indicators for public policies.
- **IMCO continues to promote the Urban Competitiveness Index (ICU by its acronym in Spanish) with key local audiences.** This year it was presented to the business community of Chihuahua, during the commemoration of the 50th anniversary of Economic Development of the State of Chihuahua, A.C., and a dialogue was held with the Mayor and the Director of Economic Development and Competitiveness of that city. The Governors of Sonora, Sinaloa, Coahuila, and Culiacán highlighted the good results of the cities in their states. The mayors of Guaymas and Hermosillo also mentioned their results in interviews with the media.
- The Urban Competitiveness Index is cited in the document **Metrópolis de México 2020, prepared by Conapo, Sedatu and INEGI**, which contains the methodological update to modify the territorial delimitations of cities.
- This year, **ICU data was used to create the Radiografía Chilanga**, an index that analyzes 25 indicators for Mexico City's 16 municipalities. **Candidates for mayor used this data to develop proposals.**



## Inclusive Society

- **IMCO data on the wage gap and women's participation in companies were cited in the package of reforms presented by President Claudia Sheinbaum** to move towards greater gender equality in the country.
- **IMCO is a leader in generating data, analysis and proposals on women's economic participation.** The institution provided gender equality data to organizations such as the International Finance Corporation (IFC), UNICEF, the Milken Institute, as well as the American Chamber of Commerce (AmCham), the British Chamber of Commerce, and the Embassies of Chile and the United Kingdom. **IMCO was also cited in the Guide Expanding Women's Financial Inclusion in Mexico by the Ministry of Finance with the World Bank.**
- **The area's research has been cited to support various federal law initiatives.** Among the 11 reform proposals that use the area's data, those that seek to extend paternity leave, promote the financial inclusion of women and end school dropout rates stand out, in addition to those presented by the President of Mexico for gender equality.
- In the legislative arena, **the team also participated in the dialogue tables regarding the discussion of the 2025 Federal Expenditure Budget Bill** on gender budgeting and was cited in the 2025 budget ruling. Likewise, the Women in the Economy Forum, organized by IMCO with the Senate Labor Commission to discuss proposals to close gender gaps was held. The Forum was attended by organizations such as the ILO, INMUJERES, IMSS, Oxfam and the British Embassy.
- **Workshops with a gender perspective were given to strengthen technical skills** at the Ministry of Economy and Labor of the state of Chiapas and the National Institute for Transparency, Access to Information and Data Protection (INAI by its acronym in Spanish), as well as to the media.
- **At the state level, data from the area was used to support initiatives and provide insight into the local landscape.** Examples include the Governor of Aguascalientes, the Secretary of Economy of Sinaloa, the Secretary of Economic Development of Mexico City and the Undersecretary of Education of Chihuahua.
- IMCO was part of the **10 for Education initiative**, which, from civil society, called on the **presidential candidates to present their proposals on education.**



## Government

- **As a candidate, Claudia Sheinbaum presented her anti-corruption platform in which IMCO proposals were included.**

These were the ten projects with the greatest impact during the year:

## 1 [State Competitiveness Index 2024 \(ICE by its acronym in Spanish\)](#)



For the past 18 years, this index has been evaluating the strengths and weaknesses of Mexico's 32 states. In this edition, Mexico City is the most competitive entity, followed by Baja California Sur and Coahuila, while Oaxaca is the least competitive entity. This year, we analyze the main challenges of the nine entities that renewed governorships and the head of government of Mexico City, highlighting their performance in security and labor market indicators..

## 2 [Industrial Policy](#)



We analyze the current conditions of the country's industry and present specific proposals aimed at promoting Mexico's growth and development. In the last 20 years, the national value added to the production of manufacturing exports has stagnated, so it is necessary to implement an industrial policy that strengthens the integration of local companies with value chains and international markets.

## 3 [Women in business](#)



In partnership with Kiik Consultores, we analyzed more than 200 companies listed on Mexico's stock exchanges to measure the participation of women in senior management and on boards of directors. This edition concludes that women's participation in companies is stagnant, and in some cases, has regressed.

## 4 [States with Gender Magnifying Glass](#)



For the third consecutive year, Estados #ConLupaDeGénero was published: a tool that allows comparing the working conditions offered to women in the different states. In this edition, Mexico City is the best performing state, while Oaxaca is in last place.

## 5 [Hacienda En La Mira](#)



This year we released a report that, quarter by quarter, analyzes the situation of public finances at the federal level in order to identify progress and setbacks in more than 50 indicators of revenue, spending and debt of the federal public sector over the last 19 years (2006-2024) based on information from the Ministry of Finance and Public Credit.

## 6 [Pemex and CFE En La Mira](#)



Analyzing the energy market and the country's public finances is only possible if we put #EnLaMira the two main state-owned companies: Pemex and CFE. Through their financial and operating statements, each quarter we examine their situation in a summarized, clear and timely manner.

## 7 [Nearshoring: The Impact on Foreign Direct Investment](#)



Foreign Direct Investment (FDI) flows were analyzed for a set of 57 industrial activities, whose investment reception may be more associated with the trend of relocation of productive chains in Mexico. Although the trends and their causes are not yet clear, in 2023 FDI grew more in the sectors that are best associated with the relocation of global value chains.

## 8 Gas in the south-southeast



Natural gas is key to the energy sector transition and the promotion of economic and social development. In particular, improving competitiveness in the south-southeast of the country requires guaranteeing access to reliable, low-emission energy at competitive prices for all households and industries. Mexico needs accelerated investment in the entire natural gas value chain.

## 9 Compare Careers



This tool celebrates its tenth year of promoting competitive talent and generating information on economic prospects by career. In this edition, we found that Mexico is not training the talent it needs. Although there is a greater demand for technological skills in the labor market, the most popular careers at the state level continue to be Business Administration, Industrial Engineering, Law, Business, and Nursing.

## 10 Urban Competitiveness Index 2024.



This index measures the capacity of the 66 most important Mexican cities to generate, attract and retain talent and investment. This analysis is based on 35 indicators grouped into 6 clusters, which allows for a comprehensive evaluation of the factors that drive urban competitiveness. In this edition, the top-ranked Mexican cities stood out for the balance of their performance in structural factors linked to the labor market, economic diversification and public safety.

## Encounters 2024

These are some of IMCO's most emblematic moments this year. These events and conferences strengthened the institution's relationship with key players in various sectors. IMCO's events were attended by high-level representatives from public institutions, companies, international organizations and civil society, who enriched the spaces for dialogue and collaboration. These are some of the 2024 engagements:



Events: State Competitiveness Index 2024, Industrial Policy for a new six-year term, Women in Business 2024 and UN Women's WEPs Forum.

# Encounters 2024



Events: Gender Gap Index, Forum 10 for Education, Women in the Economy Forum in the Senate and Compare Careers 2024.

## Encounters 2024



Events: Decididas 2024, 50 years DESEC, IMCO media workshop on Nearshoring and Impact Minds.

# Encounters 2024



Events: Energy Forum in Chihuahua, presentation of study El INE en la democracia, AMMJE's Women in the City 2024-2030 and National Freight Transportation Forum.

## Strategic alliances 2024

10 for Education	Coppel Group
30% Club	Education Group
50/50 Women on Boards	Mythical Incubator
Lawyers MX	Info CDMX
United States Agency for International Development	Transparency, Anti-Corruption and Digitalization Initiative
International	Tecnológico de Monterrey
Agency Specializing in Educational Programs	Institute of Latin American Studies of the University of Columbia
Alianza Jóvenes con Trabajo Digno	Electoral Institute of Mexico City
American Chamber Mexico	Mexican Institute of Educational
Animal Politico	Professionalization National Women's Institute
Article 19	National Institute of Statistics and Geography
Mexican Solar Energy Association	National Institute of Transparency, Access to Information
Mexican Natural Gas Association	Information and Personal Data Protection
Mexican Association of Private Industrial Parks	Kiik Consultants
Mexican Association of Women Heads of Businesses	Laureate International Universities
National Association of Water and Wastewater Mexico	Free Letters
Sanitation	Milken Institute
Superior Audit Office of the State of Coahuila	STEM Movement
Inter-American Development Bank	NovaGob Mexico
Brookings Institution	National Citizen Observatory
British Chamber of Commerce in Mexico	UN Women Mexico
Canadian Chamber of Commerce in Mexico	Open Contracting Partnership
Chamber of Deputies	Japan Foreign Trade Organization in Mexico
Mario Molina Center	Opinion 51
Citibanamex	Reforma
Confederation of Employers of the Mexican Republic	Secretary of Administration of Nuevo León
Mexican Business Council for Foreign Trade, Investment and Technology	Civil Service Secretariat
Mexican Council on International Affairs	Secretariat of Women of Mexico City
Nuevo León Council	Senate of the Republic
German Technical Cooperation - GIZ Mexico	Americas Society and Council of the Americas
International Finance Corporation	Sopitas
Decided	Tecnológico de Monterrey
Economic Development of Chihuahua, AC	Telokwento TLK
The Economist	Tukan
El Sol de Mexico	University of California San Diego
El Universal	University of Guadalajara
British Embassy in Mexico	Vector Casa de Bolsa
Expansion	Wilson Center
World Economic Forum	Women Corporate Directors
Coppel Foundation	
Friedrich Naumann Foundation	
Hilton Foundation	
International Youth Foundation - IYF	
Konrad Adenauer Foundation	
Pan American Development Foundation Mexico	

## Collaborating with IMCO

### Felipe Morales Fredes, Editor, *El Economista* online

"Witnessing the growth of *Compara Carreras* in recent years has been a pleasant experience. As a journalist passionate about data, it is very enriching to have information that contributes to the analysis at all levels, especially for those young people who face the important decision of choosing what to study at the professional level. Being an ally of IMCO in this and other topics has been a great contribution to my journalistic work."

### Liliana Trejo, Director of Liaison, Mexican Association of Secretaries of Economic Development (AMSDE by its acronym in Spanish)

"This year, the Mexican Association of Secretaries of Economic Development continued its collaboration with IMCO as a strategic ally in identifying key factors to improve the conditions that elevate state competitiveness. We learned valuable lessons about the importance of basing our actions on reliable information and in-depth analysis."

### Marinela Servitje, Founder, *Sietecolores*

"On behalf of the organizing committee of the 10 Questions for Education meeting, I would like to thank the IMCO team, especially Valeria Moy, Fernanda Domínguez and Fernanda García for their active participation as spokespersons for this important event. Their mastery of the educational landscape and the great challenges facing education in our country was very evident."

### Nayeli Roldán Salazar, Technical Advisor, *EcoAdvance*

"This year we collaborated with IMCO on a project to integrate sustainability into public procurement schemes at the subnational level. Their highly professional and committed team brought great value to the project thanks to their expertise and specialized knowledge."

### Oliver Torres, Executive Director, Economic Development of the State of Chihuahua, A.C. (DESEC by its acronym in Spanish)

"Thanks to the accompaniment and inter-institutional collaboration with IMCO, we have been able to identify actions and projects that promote the economic development and competitiveness of the State of Chihuahua and its regions, given the challenges Mexico faces in attracting new investments, infrastructure and the development of our talent."

### Jody Pollock, Gender and Inclusion Operations Officer, International Finance Corporation (IFC)

"IMCO is a strategic partner in fulfilling our mission to promote women's full participation in the economy. IMCO provides key and reliable data and analysis in the context of Mexico and in comparison to other national economies. Also, it has generated connections among key actors that facilitate productive collaborations to move the needle on these issues."

### Mauricio García Velasco, Director of Public Policy SURGES, U.S. Agency for International Development (USAID)

"This year, together with IMCO, we developed strategies to strengthen value chains in South-Southeast Mexico. It was inspiring to see how their detailed methodologies supported our initiatives in a robust and effective way."

### Maribel Quiroga, Partner, *Kiik Consultores* and President, Women, Gender and Diversity Study and Reflection Unit, *Comexi*

"I had the opportunity to work with IMCO this year. The work was agile, fruitful and profound. Together we made a significant impact on the visibility and recognition of the challenges women face in the workplace. I want to continue collaborating with IMCO to build a more inclusive, generous and competitive country."

## Council

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### **Valentín Díez**

President of the Board

### **José Barraza**

Board member

### **Emilio Carrillo**

Board member

### **María Amparo Casar**

Board member

### **Eugenio Clariond**

Board member

### **Lorenzo de Rosenzweig**

Board member

### **Antonio del Valle**

Board member

### **Claudio X. González**

Board member

### **Tomás González**

Board member

### **Gabriela Hernández**

Board member

### **Luis Murillo**

Board member

### **Armando Paredes**

Board member

### **Antonio Purón**

Board member

### **Alejandro Ramírez**

Board member

### **Jaime Serra**

Board member

### **Daniel Servitje**

Board member

### **Vicente Yañez**

Board member

### **Jaime Zabudovsky**

Board member

### **Board member**

President of Coordinating  
Businessmen Council

IMCO influenced the public agenda through the following projects:

## Economics

- January 10, 2010**

The World Economic Forum's Global Risks Report 2024: Challenges and Opportunities priorities

<https://imco.org.mx/reporte-de-riesgos-globales-2024-del-foro-economico-mundial-desafios-y-prioridades/>
- January 30, 2009**

Nearshoring: the impact on foreign direct investment

<https://imco.org.mx/nearshoring-el-impacto-sobre-la-inversion-extranjera-directa/>
- January 31, 2009**

Water management is not a priority in Mexico

<https://imco.org.mx/la-gestion-del-agua-no-es-una-prioridad-en-mexico/>
- February 2**

Treasury in focus for the fourth quarter of 2023

<https://imco.org.mx/hacienda-en-la-mira-al-cuarto-trimestre-de-2023/>
- February 8**

Pension initiatives: fiscally questionable proposals

<https://imco.org.mx/iniciativas-sobre-pensiones-propuestas-fiscalmente-cuestionables/>
- February 15**

X-ray of the bilateral relationship Mexico - United States

<https://imco.org.mx/radiografia-de-la-relacion-bilateral-mexico-estados-unidos/>
- February 28th**

CFE on target for the fourth quarter of 2023

<https://imco.org.mx/cfe-en-la-mira-al-cuarto-trimestre-de-2023/>
- February 28th**

Pemex on target for the fourth quarter of 2023

<https://imco.org.mx/pemex-en-la-mira-al-cuarto-trimestre-de-2023/>
- March 19**

Water agenda must be a priority for the next governments

<https://imco.org.mx/la-agenda-del-agua-debe-ser-prioridad-para-los-proximos-gobiernos/>

## Economics

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- April 1**

General pre-criteria 2025: cut in public spending in the first year of the 2025 fiscal year next government

<https://imco.org.mx/pre-criterios-generales-2025-recorte-al-gasto-publico-en-el-primer-ano-del-siguiente-gobierno/>
- April 9**

Proposals for the energy we want 2024-2030

<https://imco.org.mx/propuestas-para-la-energia-que-queremos-2024-2030/>
- April 16**

Pension fund for welfare

<https://imco.org.mx/fondo-de-pensiones-para-el-bienestar/>
- April 23rd**

Ten public finance proposals (2024-2030)

<https://imco.org.mx/diez-propuestas-en-materia-de-finanzas-publicas-2024-2030/>
- April 28**

Pemex en la mira for the first quarter of 2024

<https://imco.org.mx/pemex-en-la-mira-al-primer-trimestre-de-2024/>
- April 29**

CFE en la mira for the first quarter of 2024

<https://imco.org.mx/cfe-en-la-mira-al-segundo-trimestre-de-2024/>
- May 2**

Hacienda en la mira the first quarter of 2024

<https://imco.org.mx/hacienda-en-la-mira-al-primer-trimestre-de-2024/>
- May 13**

Gas in the south-southeast

<https://imco.org.mx/gas-en-el-sur-sureste/>
- May 28**

Elections 2024

<https://imco.org.mx/elecciones-2024/>
- June 6**

Prodesen 2024-2038: the Mexican electricity system

<https://imco.org.mx/prodesen-2024-2038-el-sistema-electrico-mexicano/>
- June 18**

How do states spend?

<https://imco.org.mx/como-gastan-los-estados-2/>

## Economics

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- July 1**

**Four years after the USMCA**

<https://imco.org.mx/a-cuatro-anos-del-t-mec/>
- July 16**

**State fiscal autonomy (2015-2023)**

<https://imco.org.mx/autonomia-fiscal-estatal-2015-2023/>
- July 29**

**Pemex in focus for the second quarter of 2024**

<https://imco.org.mx/estados-financieros-segundo-trimestre-de-2024/>
- July 30**

**CFE en la mira for the second quarter of 2024**

<https://imco.org.mx/cfe-en-la-mira-al-segundo-trimestre-de-2024/>
- August 1**

**Treasury en la mira the second quarter of 2024**

<https://imco.org.mx/hacienda-en-la-mira-al-segundo-trimestre-de-2024/>
- August 6**

**Mexico facing electricity deficit**

<https://imco.org.mx/mexico-ante-los-deficits-electricos/>
- August 12**

**State requirements for nearshoring**

<https://imco.org.mx/nearshoring-prioridades-para-el-desarrollo-regional/>
- September 10**

**Industrial Policy for a new six-year term**

<https://imco.org.mx/politica-industrial-para-un-nuevo-sexenio/>
- September 19**

**Without electricity transmission it will not be possible to accelerate the energy transition**

<https://imco.org.mx/sin-transmision-electrica-no-sera-posible-acelerar-la-transicion-energetica/>
- September 23rd**

**Mexico and North America: Risks of the constitutional reforms of 2024**

<https://imco.org.mx/mexico-y-america-del-norte-los-riesgos-de-las-reformas-constitucionales-de-2024/>
- October 9**

**Mexico needs certainty for investment in the energy sector**

<https://imco.org.mx/sin-transmision-electrica-no-sera-posible-acelerar-la-transicion-energetica/>

## Economics

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- October 15**

**Energy reform must respect the USMCA**  
<https://imco.org.mx/la-reforma-energetica-debe-respetar-el-t-mec/>
- 29 de octubre**

**CFE en la mira al tercer trimestre de 2024**  
<https://imco.org.mx/cfe-en-la-mira-al-tercer-trimestre-de-2024/>
- 29 de octubre**

**Pemex en la mira al tercer trimestre de 2024**  
<https://imco.org.mx/pemex-en-la-mira-al-tercer-trimestre-de-2024/>
- 31 de octubre**

**Hacienda en la mira al tercer trimestre de 2024**  
<https://imco.org.mx/hacienda-en-la-mira-al-tercer-trimestre-de-2024/>
- 11 de noviembre**

**Plan nacional de energía: implicaciones para la competitividad**  
<https://imco.org.mx/plan-nacional-de-energia-implicaciones-para-la-competitividad/>
- 14 de noviembre**

**Estrategia nacional del sector de hidrocarburos y gas natural**  
<https://imco.org.mx/estrategia-nacional-del-sector-de-hidrocarburos-y-gas-natural/>
- November 15**

**Economic Package 2025**  
<https://imco.org.mx/paquete-economico-2025/>
- November 26**

**Economic Package 2025: Doubts about commitments to fiscal discipline**  
<https://imco.org.mx/paquete-economico-2025-dudas-sobre-los-compromisos-con-la-disciplina-fiscal/>
- December 10**

**Economic Package 2025: spending cuts and implications for competitiveness**  
<https://imco.org.mx/paquete-economico-2025-recortes-al-gasto-e-implicaciones-para-la-competitividad/>
- December 11**

**Natural gas infrastructure in Mexico**  
<https://imco.org.mx/gas-natural-aliado-de-la-transicion-energetica-y-promotor-de-desarrollo-y-prosperidad/>

## Data analytics

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- January 11**

Economic radar: January 2024  
<https://imco.org.mx/radar-economico-enero-de-2024/>
- February 13**

Economic radar: February 2024  
<https://imco.org.mx/radar-economico-febrero-de-2024/>
- April 4**

Radiografía chilanga 2024: mayoral competitiveness  
<https://imco.org.mx/radiografia-chilanga-2024-competitividad-de-las-alcaldias/>
- May 16**

State Competitiveness Index 2024 (ICE by its acronym in Spanish)  
<https://imco.org.mx/indice-de-competitividad-estatal-2024/>
- November 26**

Urban Competitiveness Index 2024 (ICU by its acronym in Spanish)  
<https://imco.org.mx/indice-de-competitividad-urbana-2024/>

## Inclusive Society

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- January 22nd**

Educational inequalities in Mexico  
<https://imco.org.mx/desigualdades-educativa-en-mexico/>
- March 5**

Data and proposals for equality  
<https://imco.org.mx/datos-y-propuestas-por-la-igualdad/>
- March 14**

Women in the Economy Forum  
<https://imco.org.mx/foro-mujeres-en-la-economia/>
- April 25**

Poverty in Mexico #ConLupaDeGénero  
<https://imco.org.mx/pobreza-en-mexico-conlupadegenero/>
- May 6**

Education in electoral times  
<https://imco.org.mx/educacion-en-tiempos-electorales/>
- May 7**

2024 #Lupacongénero 2024 States  
<https://imco.org.mx/estados-conlupadegenero-2024/>

## Inclusive Society

- May 21**

**Mexico in PISA 2025**  
<https://imco.org.mx/mexico-en-pisa-2025/>
- May 22**

**10 proposals for education**  
<https://imco.org.mx/10-propuestas-por-la-educacion/>
- June 7**

**First female president: Mexico's opportunities for a new six-year term**  
<https://imco.org.mx/primer-presidenta-las-oportunidades-de-mexico-para-un-nuevo-sexenio/>
- June 11**

**Global Gender Gap Index 2024**  
<https://imco.org.mx/indice-global-de-brecha-de-genero-2024/>
- June 24**

**In Mexico, do women govern differently?**  
<https://imco.org.mx/en-mexico-las-mujeres-gobiernan-diferente/>
- August 27th**

**Compara Carreras 2024: Are we training the talent Mexico needs?**  
<https://imco.org.mx/compara-carreras-2024-formamos-el-talento-que-mexico-necesita/>
- September 26**

**Women in State Secretariats: What is missing to close the gaps?**  
<https://imco.org.mx/mujeres-en-las-secretarias-de-estado-que-falta-para-cerrar-las-brechas/>
- October 3**

**Budgetary impact of the pension program for women between 60 and 64 years old**  
<https://imco.org.mx/impacto-presupuestario-del-programa-de-pensiones-para-mujeres-entre-60-y-64-anos/>
- October 6**

**Reality at Work: 2024 Survey Results**  
<https://imco.org.mx/realidad-en-el-trabajo-resultados-de-la-encuesta-2024/>
- October 7**

**Women in business 2024**  
<https://imco.org.mx/mujeres-en-las-empresas-2024/>
- October 14**

**Gender equality initiatives**  
<https://imco.org.mx/iniciativas-por-la-igualdad-de-genero/>
- December 4**

**A Guide to Best Business Practices for Gender Equality**  
<https://imco.org.mx/guia-de-mejores-practicas-empresariales-para-la-igualdad-de-genero/>

## Government

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- February 6**  
Eight initiatives that threaten Mexico's competitiveness  
<https://imco.org.mx/ocho-iniciativas-que-ponen-en-riesgo-la-competitividad-de-mexico/>
- March 11**  
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