

# Empowering Women in Supply Chains in Latin America

Building Inclusive Value Chains: Strategies to Boost WSMEs' Market Access

Isabel Berdeja | IDB Invest  
December 2025



# Empowering Women in Supply Chains

---

## **Gender-Focused Financial Incentives**

A \$64 million loan was structured by **IDB Invest** to encourage diversity in supply chains by focusing on gender inclusion and empowerment.

## **Supporting Women-Owned SMEs**

The initiative aimed to increase the participation and purchasing volume of women-owned small and medium enterprises.

## **Strengthening Supply Chain Resilience**

Diversifying suppliers through women-owned SMEs improved the overall resilience and adaptability of the supply chain.



# Driving WSME Supplier Inclusion



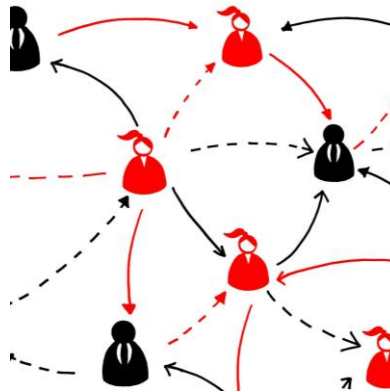
## Supplier Network Analysis

Initial review showed only 5% of suppliers were WSMEs, prompting the need for targeted inclusion strategies.



## Advisory and Training Initiatives

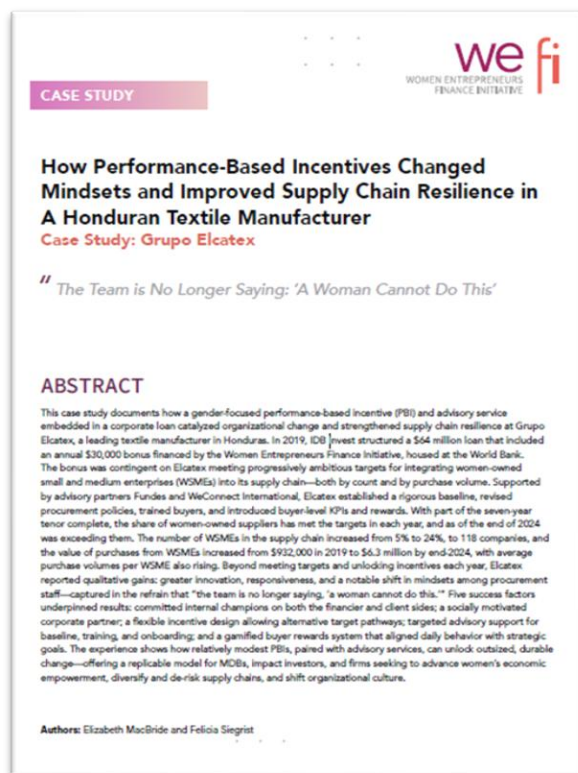
Procurement teams received training, policies were revised, KPIs set, and onboarding tools developed to drive WSME inclusion.



## Growth and Innovation Outcomes

By end-2024, WSME suppliers grew to 24%, purchases reached US\$7.8 million, increasing innovation and supply chain resilience.

# Elcatex Honduras Case Study Insights



## Gender-Linked Corporate Loan Impact

Integrating a gender-linked PBI in corporate loans drives positive change, empowering women and strengthening supply chain resilience.



## Comprehensive Methodology

The study used document reviews, supplier analytics, and interviews to capture robust and actionable insights.



## Replicable Models and Progress

Findings provide replicable models for MDBs and private partners, with progress tracked against PBI targets over seven years.





# Insights from Elcatex Case

---

## **Impact of Performance-Based Incentives paired with Advisory**

Incentives, even at modest levels, drive meaningful behavioral and institutional changes when paired with advisory support.

## **Supplier Diversity Effectiveness**

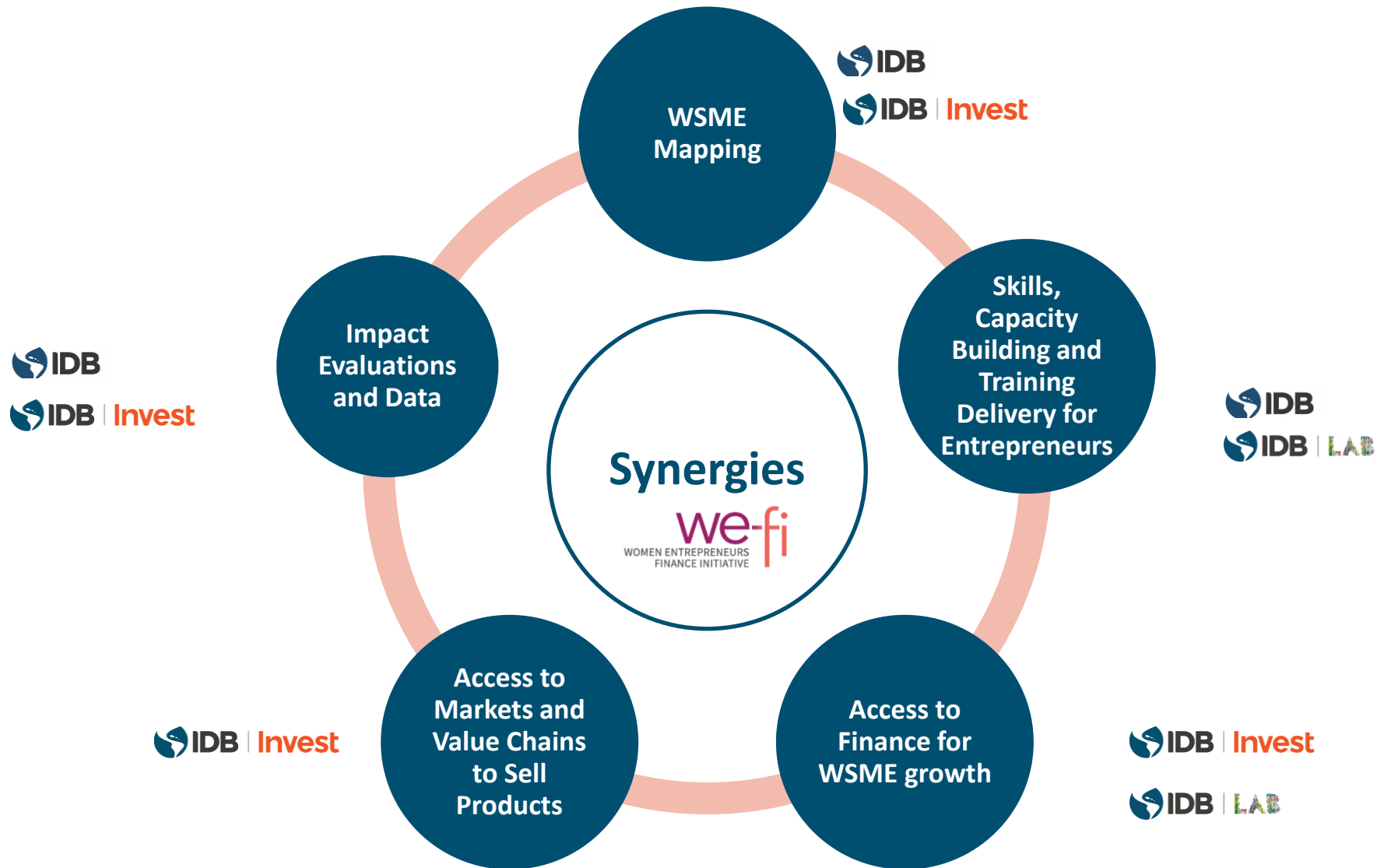
Diversity programs are cost-effective and feasible, with cultural barriers presenting greater challenges than technical obstacles.

Internal champions on both client and MDB sides are critical.

## **Flexible Targets and Advisory Support**

Flexible targets, advisory services, baseline setting, training, and gamified rewards help align daily actions with gender goals.

# WeForLac: One Voice, One Strategy, Real Impact







Let's continue the conversation

**Isabel Berdeja**

Official Senior, GSI - IDB Invest  
isabelbe@iadb.org

[www.idbinvest.org](http://www.idbinvest.org)  
[www.idbinvest.org/linkedin](http://www.idbinvest.org/linkedin)  
[www.idbinvest.org/twitter](http://www.idbinvest.org/twitter)  
[www.idbinvest.org/facebook](http://www.idbinvest.org/facebook)  
Blog - [www.idbinvest.org/blog](http://www.idbinvest.org/blog)