

# WOMEN AND GENDER



## WHAT WE DO

The Pan American Development Foundation (PADF) believes that structural and cultural changes are needed to ensure women's and LGBTQ+ communities' human rights. We support the equal rights and promote the safety of these groups in our hemisphere. PADF partners with LGBTQ+, feminist, and women's organizations that have been at the forefront of the struggle for gender equality and women's rights. We believe that women and anyone who does not conform to gender stereotypes deserves equal access to opportunities.

PADF works in Latin America and the Caribbean to facilitate meaningful exchanges among organizations and governments to expand opportunities and access to services for women and LGBTQ+ communities. We also equip young people with the tools needed to challenge sexist and gender norms to lead a cultural transformation.

IN 2020, PADF REACHED OVER

**1.3 MILLION**

PEOPLE OF WHICH 716,816 OR 54% WERE

**WOMEN.**



We ensure that gender equality is central to all of our programs – from research, planning, and advocacy to implementation and monitoring and evaluation.

A hemisphere of opportunity. *For all.*

[www.padf.org](http://www.padf.org)

IT HASN'T BEEN EASY. I SUFFERED SO MUCH VIOLENCE, BUT NOW I'M FINANCIALLY INDEPENDENT. THERE IS NO LIMIT TO WHAT I CAN DO, AND THE GROWTH PATH IS CONSTANTLY IN MY MIND.



We supported 106 small business owners in formalizing and improving their business operations in Guatemala, El Salvador, and Honduras. Among them is Alba Luz Germán, a young and determined survivor of domestic violence and the owner of "Alba's Bakery", a start-up that received support and is now in the process of becoming a formal business.

## FOCUS AREAS



### MITIGATING GENDER-BASED VIOLENCE

We believe collaboration and access to information are key in combatting gender-based violence. We seek to identify and publicize institutions, civil society organizations, women's organizations, and networks that prevent gender-based violence and provide services to survivors. This collaborative effort aims to generate information and make it accessible in Latin America and the Caribbean. We also equip youth to challenge sexist norms and male-dominated behaviors (machismo) so they can be agents of change in their communities.



### ADVANCING THE RIGHTS OF DOMESTIC WORKERS

We promote dignified work opportunities throughout the region by advancing the rights of domestic workers, who are disproportionately women. We support local advocacy efforts to ensure their labor rights, such as social security, are guaranteed.



### SUPPORTING MIGRANT WOMEN

Our migration programming places a strong emphasis on the protection of migrant, refugee, and returnee women in new host communities. We provide psychosocial and professional support to advance women's rights and well-being, and secure jobs.



### PROMOTING INCLUSION OF LGBTQ+ COMMUNITIES

We work to reduce violence and discrimination against LGBTQ+ individuals by strengthening and supporting local organizations. PADF works directly in states where same-sex sexual behavior remains criminalized and collaborates with organizations to challenge these threatening gender norms.



### CLOSING THE GENDER GAP IN SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM)

We work to address the gender gap in STEM education and inspire the next generation of women and girls in science. Our STEM Americas program is building the next generation of leaders in science by training teachers and developing stimulating lesson plans that ignite curiosity and engage students, especially girls, in creative ways.

## ABOUT PADF

PADF believes in creating a hemisphere of opportunity, for all. We work across Latin America and the Caribbean to make our region stronger—more healthy, peaceful, just, inclusive, resilient, and sustainable for current and future generations. For nearly 60 years, we have served the most vulnerable communities, investing resources throughout the hemisphere. We partner with and enable civil society, governments, and the private sector for the greater good of the region.

## STAY CONNECTED!

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