

Faculty of Engineering activity for secondary-school girls, 2025.

5 GENDER EQUALITY

SUSTAINABLE DEVELOPMENT GOAL 5

Gender Equality

ORT works to close gender gaps where they persist, especially in technology, and to strengthen women's leadership and entrepreneurship through teaching, research and community programmes.

42.5%

of new undergraduates were women; 74% in Architecture

27.2%

women among new engineering undergraduates (25.9% in 2024)

22nd

edition of Arena Emprendedora for women entrepreneurs

TEACHING & LEARNING

Women in new cohorts

Of 1,562 new undergraduates in 2025, 664 were women (42.5%). Women were the majority in Architecture (74%), Design (67%) and Communication (66%), and 27.2% in Engineering, up from 25.9% in 2024.

Gender in the curriculum

The Women and Leadership elective (Management, Accounting and Digital Business), and Human Resources and People Management courses that incorporate a gender perspective in human capital policies.

Women Leaders Programme

The Business School's Women Leaders Development Programme, a 48-hour programme of five seminars (negotiation and influence, effective leadership practices, mental models and implicit biases, and leadership conversations), closed its 2025 edition with networking and leadership sessions. facs.ort.edu.uy/novedades/networking-y-liderazgo-cierre-inspirador-...

RESEARCH & INNOVATION

Role models and entrepreneurship

School of Management research examined how role models influence entrepreneurial intentions. facs.ort.edu.uy/novedades/como-influyen-los-irole-modelsi-en-las-in...

Diversity and disclosure

Faculty presented research at the American Accounting Association Annual Meeting 2025 on boardroom diversity as a catalyst for water-energy disclosure quality in Latin American capital markets, and published on feminist experiences in Latin American development practice.

COMMUNITY & PARTNERSHIPS

Girls in ICT

For the International Girls in ICT Day, the Faculty of Engineering ran three workshops for secondary-school girls: robotics, biotechnology and women in technology. fi.ort.edu.uy/novedades/mas-ninias-en-tecnologia-sembrar-vocaciones...

Women's Entrepreneurship Day

ORT hosted WEDO Uy 2025 on 19 November with Women's Entrepreneurship Day ambassador Dr. Cristina Bertolotto. Two panels moderated by Sabrina Bianchi, on communication and innovation and on leadership, brought together women leaders from media, technology and business; the initiative is celebrated in 144 countries and 112 universities. ort.edu.uy/novedades/womens-entrepreneurship-day-uruguay-2025-lider...

Women Game Jam

ORT collaborated with a new edition of the Women Game Jam. fd.ort.edu.uy/novedades/la-universidad-ort-uruguay-colaboro-con-una...

Recognition

Andrea Melle was one of four Uruguayan women selected for the Santander W50 programme at the London School of Economics; Design graduates Michelle Malrechauffe and Florencia Tomassini had two of the three designs chosen among 138 in #MiBalcónFeminista (Municipio B).

12 course offerings linked to SDG 5 in 2025

- Mujer y Liderazgo (Management)
- La Sociedad Civil Global en la Era de las Redes (Management)
- Cibercultura (Design)
- Recursos Humanos (Management)
- Gestión de Personas (Management)
- Cultura y comunicación (3710) (Design)
- Planificación de eventos, patrocinio y mecenazgo (Communication)
- Cultura y Sociedad Contemporánea (Management)

More women in technology and leadership



Isabel Fonseca, founder of NextFem Leaders, lecturing in the Women Leaders Development Programme, April 2025.

Women are the majority of new students in Architecture, Design and Communication, but remain under-represented in engineering. In 2025 they were 27.2% of new engineering undergraduates, up from 25.9%, and the university kept working on the pipeline.

For the International Girls in ICT Day, promoted by the International Telecommunication Union, the Faculty of Engineering ran three workshops for secondary-school girls: “Sentite un robot” with Mariana Derderian, a biotechnology workshop with Mariana Ferrari and “Mujeres en Tecnología” with Cecilia Belletti, academic coordinators of the faculty’s degrees. Secondary-school contests also opened doors: HackORT 2025 was won by Iara Schusman and Ignacio Prantl, who received 80% scholarships for engineering,.

Leadership and entrepreneurship programmes complement this effort. The Business School’s Women Leaders Development Programme, a 48-hour programme with seminars on negotiation and influence, effective leadership and implicit biases, closed its 2025 edition in September. The 22nd edition of Arena Emprendedora, with the National Institute of Employment and Vocational Training (INEFOP), trained local and migrant women entrepreneurs over 19 virtual sessions, and ORT hosted WEDO Uy 2025 on 19 November.

Research addressed gender too, from feminist experiences in Latin American development practice to how board diversity shapes sustainable resource use in emerging markets.

SELECTED 2025 PUBLICATIONS AND PRESENTATIONS BY ORT FACULTY

1. Pousadela, I. M. (2025). Shifting pracademic roles and identities: Feminist experiences from Latin America. Development in Practice, 35(2), 278-291.
2. Núñez Laguna, I., Gambetta, N., & García Benau, M. A. (2025). Knowledge in the diversity-efficiency nexus: How board composition shapes sustainable resource use in emerging markets. Journal of Innovation & Knowledge, 11, 13 p.
3. Nuñez Laguna, I., Gambetta, N., & García Benau, M. A. (2025, 2-6 de agosto). Boardroom diversity as a catalyst for water-energy disclosure quality: Evidence from Latin American capital markets. [Presentación de artículo]. American Accounting Association Annual Meeting 2025, Chicago, Estados Unidos.