



**Sustainable
Stock Exchanges**



IFC

**International
Finance Corporation**
WORLD BANK GROUP

Creating Markets, Creating Opportunities

In strategic
collaboration with:



COLUMBIA | SIPA
School of International and Public Affairs

Sustainable Investing Research Initiative



THE GOVERNMENT
OF THE GRAND-DUCHY OF LUXEMBOURG
Ministry of Finance

WELCOME

5

GENDER
EQUALITY



GENDER EQUALITY & GLOBAL MARKETS



GENDER EQUALITY & GLOBAL MARKETS

Part I: Understanding complexity through preparation and alignment to standards

PREPARE

Building a foundational understanding of gender equality through an overview of the **landscape, language and purpose**

ALIGN

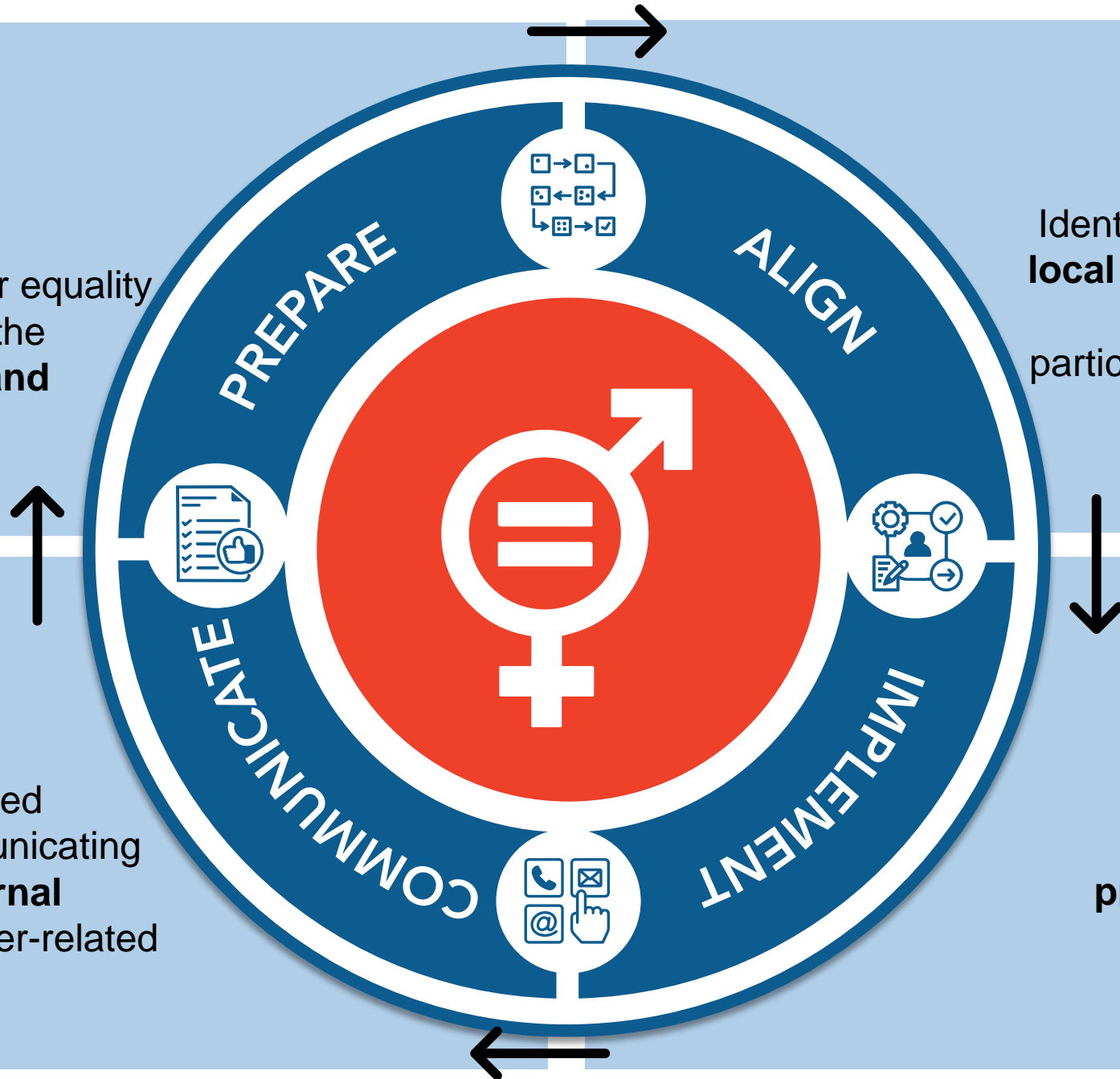
Identifying **global principles, local requirements and peer practices** that can guide participants as they set out on their journey to enhance gender equality

COMMUNICATE

Disclosing gender-related information and communicating with **internal and external stakeholders** on gender-related topics

IMPLEMENT

Capturing value through gender lens market **promotion and products**



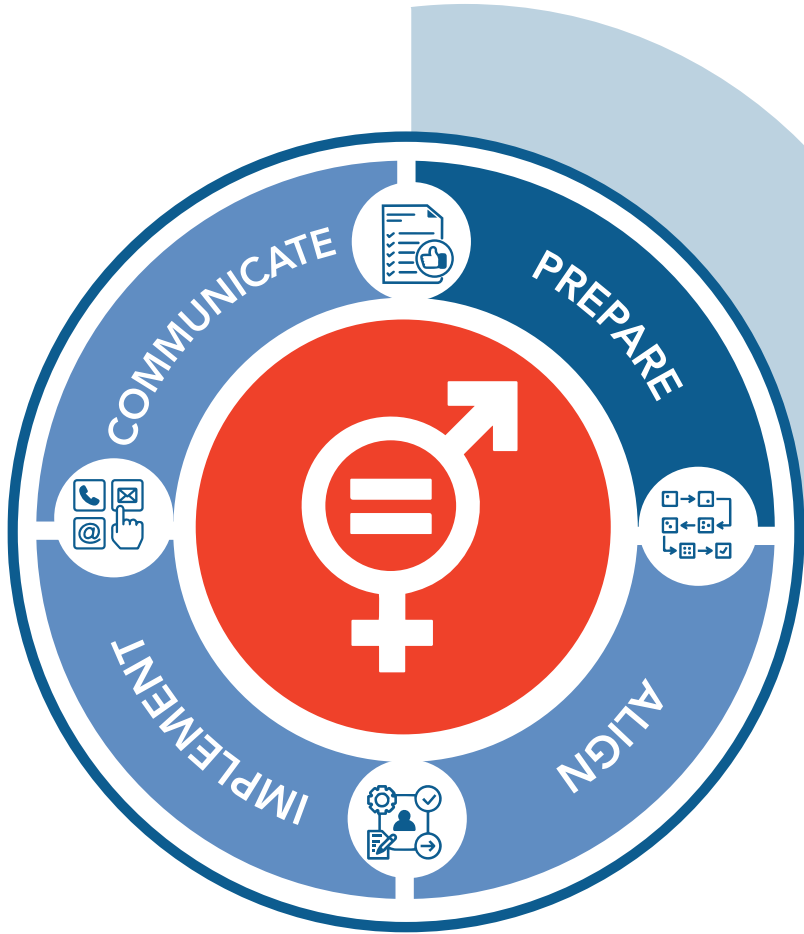
LEARNING OBJECTIVES



Understand **why** action is needed for enhanced gender equality



Identify **what** tools can be used to enhance gender equality



UNDERSTANDING THE GENDER -FINANCE CONNECTION

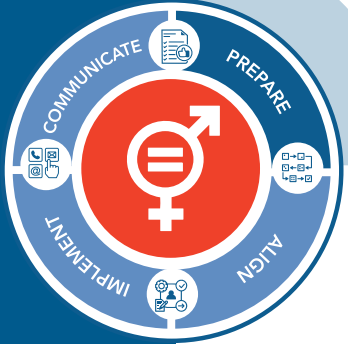
PREPARE

PURPOSE

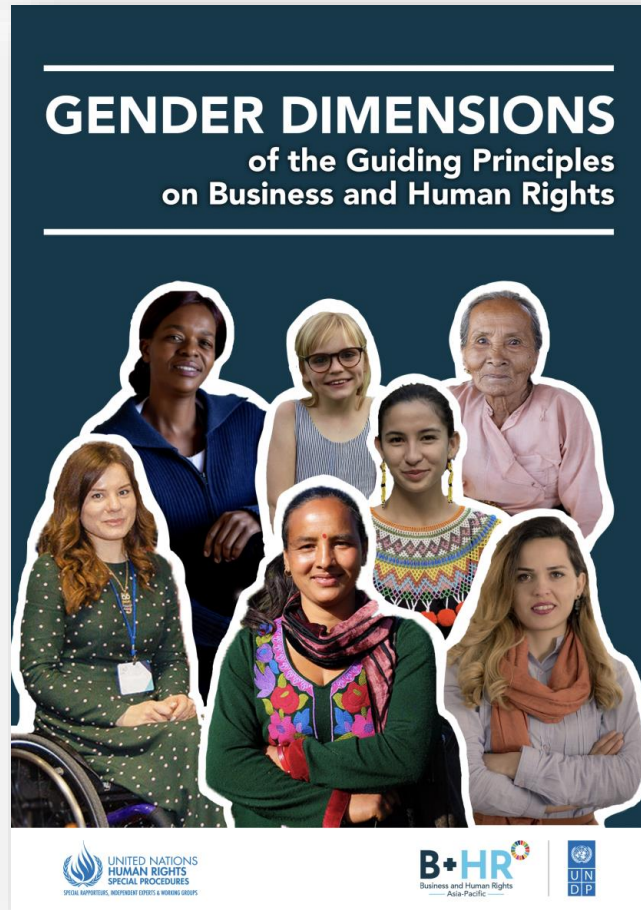
The 'case' for gender – why it matters

LANDSCAPE

LANGUAGE



BUSINESS & HUMAN RIGHTS GUIDELINES



Principle 14

- **All businesses, including SMEs**, should take appropriate steps to respect human rights.

Principle 16

- Businesses should embed their commitment to respect women's human rights and contribute to achieving substantive gender equality in a **gender equality policy**

Principle 20

- Businesses should track the effectiveness of their responses by using **sex-disaggregated data**.

Principle 21

- Businesses should **communicate** adequate and easily accessible information to the affected stakeholders regularly.

2030 Agenda “There Can Be No Sustainable Development Without Gender Equality”

Read more about how gender fits within the UN's Sustainable Development Goals on the UN Women website [here](#).



The background features a blue-toned image of hands typing on a keyboard, overlaid with a network of white icons and lines. Large, dark blue chevron shapes point rightward across the image.

**BY INCREASING
GENDER
EQUITY...**



Violence in society decreases

Economic productivity increases

Resilience against financial and environmental crisis increases

BENEFITS OF EQUALITY



Benefit from higher profitability and financial performance



Make better decisions



Are more competitive and innovative



Have better attraction and retention of talent

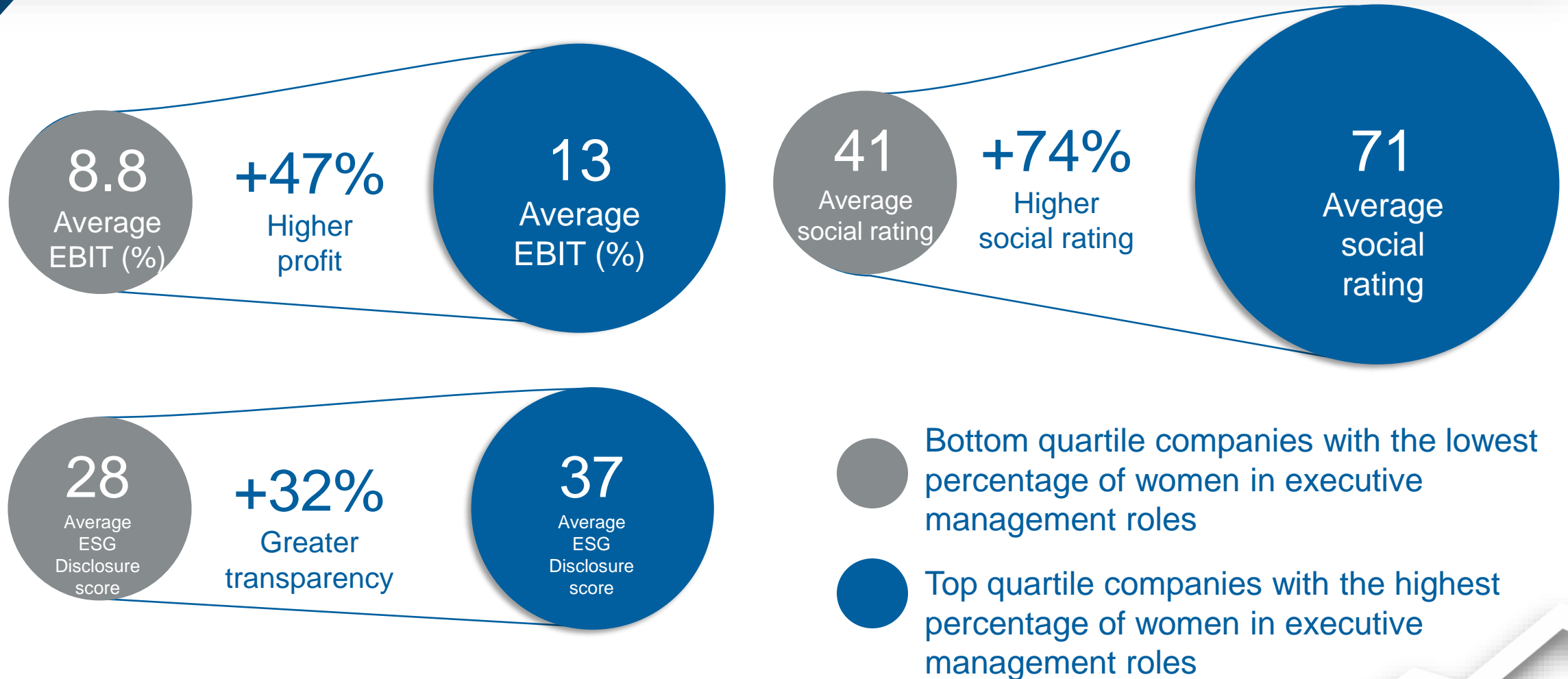


Attract more funding



Improve environmental performance

INTERNAL IMPACTS OF DIVERSE LEADERSHIP

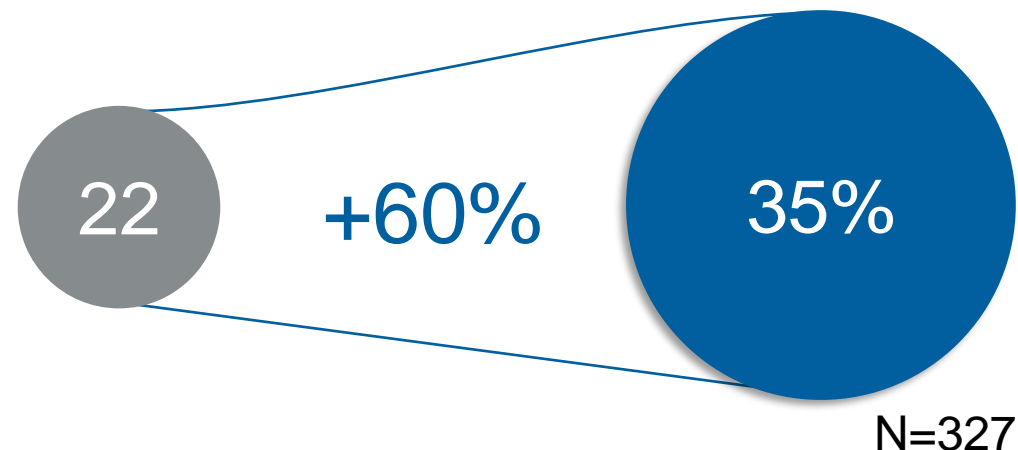


EXTERNAL IMPACTS OF DIVERSE LEADERSHIP

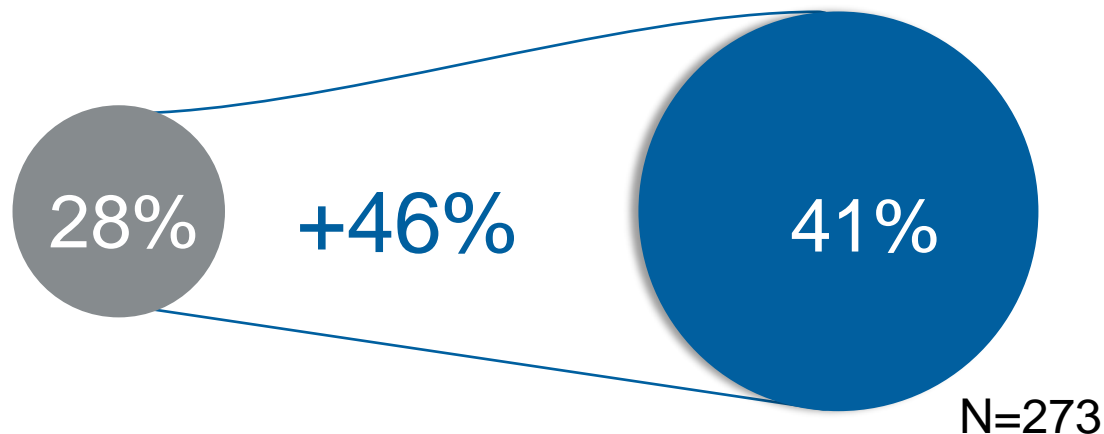
Likelihood of Improving GHG Emission Intensity





Likelihood of Improving Energy Intensity



Likelihood of Improving Water Intensity



-  No change / decline in women % on boards
-  Increase in women % on boards

WOMEN



Are impacted by climate

Women are disproportionately impacted by climate change (OECD, 2021)

Improve climate governance

Companies with more than 30% of **women** on boards tend to have **better climate governance** (BloombergNEF and the Sasakawa Peace Foundation)

Decrease CO₂ emissions

1% increase in **women** managers within a firm is associated with a 0.5% **decrease in CO₂ emissions** in firms. (Bank for International Settlements)

PREPARE

PURPOSE

LANDSCAPE

State of the market – where we are at now

LANGUAGE



STATUS OF GENDER IN BOARDROOMS



To learn more about the SSE's Gender Equality work, visit sseinitiative.org/gender-equality/
For data on gender equality in corporate boardrooms visit <https://sseinitiative.org/gender-equality-database/>

Stock exchange			% Board seats held by women	% Year on year change	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% Year on year change	% CEO position held by women	% Year on year change
Market	Exchange										
1	France	Euronext Paris	45	- 0.2	40	97	1	6	- 2	6	-
2	United Kingdom	London Stock Exchange (LSE)	39	+ 1.3		87	1	14	+ 4	7	- 2
3	Italy	Borsa Italiana	36	- 0.6	40	77	2	15	+ 8	2	- 10
4	Australia	Australian Securities Exchange (ASX)	35	+ 2.3		72	0	11	+ 3	10	+ 2
5	United States	New York Stock Exchange (NYSE)	34	+ 1.8		68	0	12	-	13	+ 2
6	Germany	Deutsche Börse	33	- 0.6	30	76	6	5	-	3	- 4
7	Canada	Toronto Stock Exchange (TSX)	33	- 0.7		64	0	11	+ 2	5	- 1
8	South Africa	Johannesburg Stock Exchange (JSE)	32	- 0.0		57	1	15	+ 10	8	- 7
9	United States	New York Stock Exchange (NYSE)	31	+ 2.7	*	60	2	3	- 13	6	-
G20 AVERAGE			22	+ 0.5				7	+ 2	5	
10	India	National Stock Exchange of India (NSE) Bombay Stock Exchange (BSE)	17	+ 0.8	*	10	1	6	+ 2	6	+ 3
11	China	Shenzhen Stock Exchange (SZSE)	17	+ 1.2		14	22	6	-	6	-
12	Japan	Japan Exchange Group (JPX)	17	+ 3.0		11	6	3	+ 3	1	-
13	Türkiye	Borsa Istanbul	16	+ 0.3		17	25	3	- 1	2	+ 2
14	China	Stock Exchange of Hong Kong (HKEX)	14	+ 1.8	*	13	28	6	+ 3	5	- 2
15	Brazil	Brazil Exchange (B3)	14	- 1.3		7	23	5	+ 4	3	+ 2
16	Indonesia	Indonesia Stock Exchange (IDX)	13	- 1.8		17	47	13	+ 9	6	+ 2
17	Russian Federation	Moscow Exchange (MOEX)	13	+ 1.7		8	24	4	- 1	2	- 2
18	China	Singapore Exchange (SGX)	12	- 0.2		10	33	2	-	1	- 2
19	Mexico	Bursa Malaysia	11	+ 1.2		5	30	2	+ 2	0	- 2
20	Argentina	Bolsas y Mercados Argentinos (BYMA)	11	- 2.0	33	6	48	3	+ 2	4	+ 4
21	Korea (ROK)	Korea Exchange (KRX)	12	+ 0.3	*	3	34	1	-	2	-
22	Saudi Arabia	Saudi Exchange	3	+ 0.6		1	80	2	+ 1	1	-

REGIONAL OVERVIEW

Region	Markets	% Board seats held by women	% change (YOY)	All male boards (%)	Female board chair (%)	Female CEOs (%)
1 Europe	France, UK, Sweden, Germany, Switzerland	36	+ 1	3	8	6
2 USCANZ	Australia, USA (2 exchanges), Canada, New Zealand	32	+ 1	2	11	8
3 Africa	South Africa, Kenya, Nigeria, Morocco, Egypt	22	=	16	9	7
4 South-eastern Asia	Malaysia, Thailand, Philippines, Singapore, Indonesia	19	=	18	4	3
5 Eastern Asia	China (3 exchanges), Japan, Korea	14	=	25	4	3
6 Latin America	Chile, Brazil, Peru, Mexico, Argentina	13	=	35	3	3
7 Western Asia	Türkiye, UAE, Kuwait, Saudi Arabia, Qatar	7	+ 1	61	2	2

THE

DATA



STATUS IN EUROPE

Stock exchange		% Board seats held by women	% Year on year change	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% Year on year change	% CEO position held by women	% Year on year change
Market	Exchange									
Europe		36			75	3	8		6	
France	Euronext Paris	45	- 0.2	40	97	1	6	- 2	6	-
United Kingdom	London Stock Exchange (LSE)	39	+ 1.3		87	1	14	+ 4	7	- 2
Sweden	Nasdaq-Stockholm	36	+ 0.5		71	0	12	-	12	+ 1
Germany	Deutsche Börse	33	- 0.6	30	76	6	5	-	3	- 4
Switzerland	SIX Swiss Exchange (SIX)	28	+ 3.1	30	42	6	5	- 1	4	+ 1

<https://sseinitiative.org/gender-equality-database/>

STATUS IN USCANZ

Stock exchange		% Board seats held by women	% Year on year change	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% Year on year change	% CEO position held by women	% Year on year change
Market	Exchange									
USCANZ		32			61	2	11		8	
Australia	Australian Securities Exchange (ASX)	35	+ 2.3		72	0	11	+ 3	10	+ 2
United States	New York Stock Exchange (NYSE)	34	+ 1.8		68	0	12	-	13	+ 2
Canada	Toronto Stock Exchange (TSX)	33	- 0.7		64	0	11	+ 2	5	- 1
United States	Nasdaq	31	+ 2.7	*	60	2	3	- 13	6	-
New Zealand	New Zealand Stock Exchange (NZX)	29	+ 1.9		43	8	18	+ 5	6	+ 3

<https://sseinitiative.org/gender-equality-database/>

STATUS IN AFRICA

Stock exchange		% Board seats held by women	% Year on year change	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% Year on year change	% CEO position held by women	% Year on year change
Market	Exchange									
Africa		22			31	16	9		7	
South Africa	Johannesburg Stock Exchange (JSE)	32	0.0		57	1	15	+ 10	8	- 7
Kenya	Nairobi Securities Exchange (NSE)	24	- 1.2		35	15	15	+ 2	9	- 2
Nigeria	Nigerian Exchange Group (NGX)	23	+ 2.4		33	10	5	- 1	10	+ 4
Morocco	Casablanca Stock Exchange (CSE)	20	+ 1.3	30	25	22	7	- 3	4	- 6
Egypt	Egyptian Exchange (EGX)	12	0.0	25	5	31	3	- 2	2	-

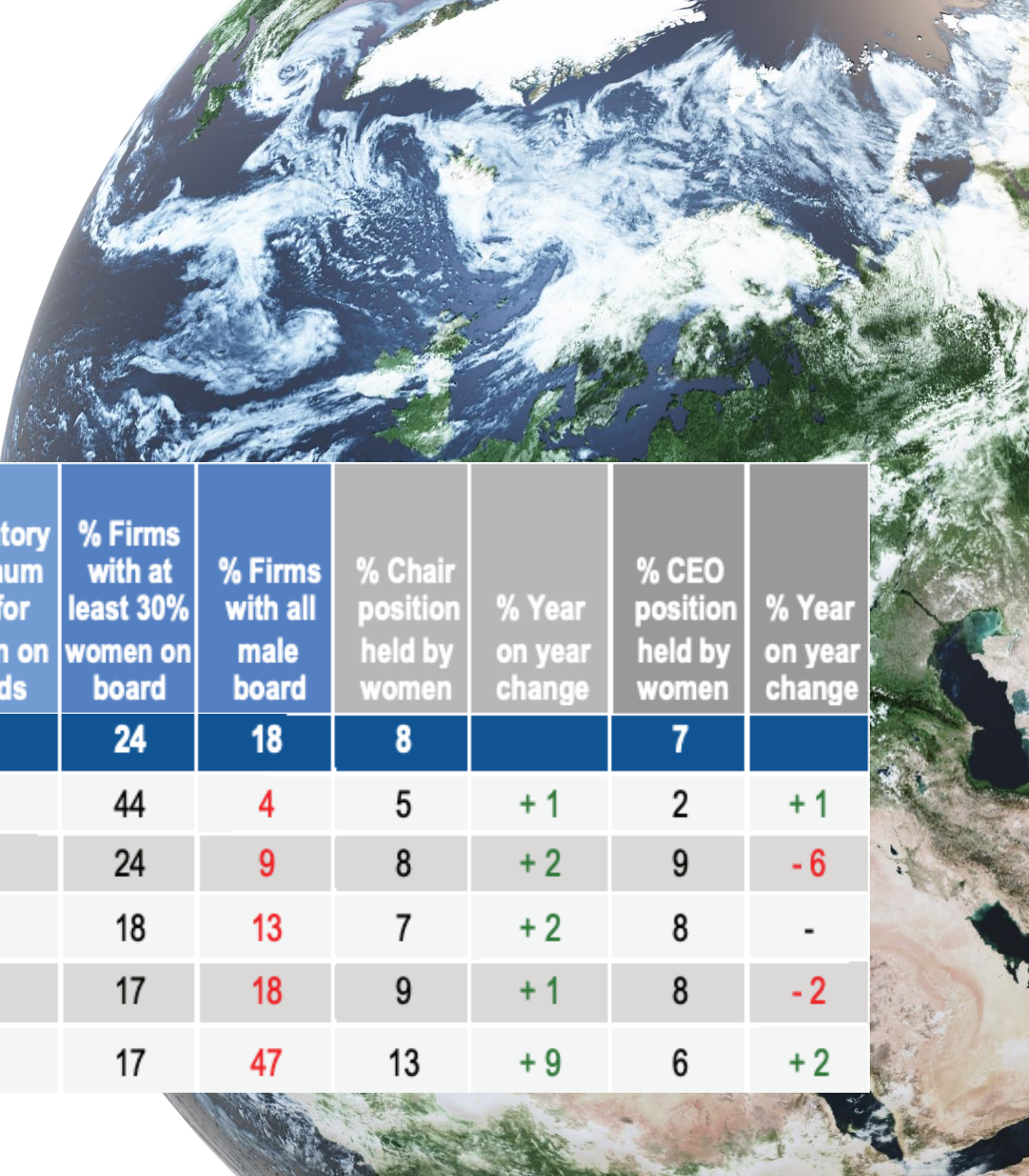
STATUS IN AFRICA (deep dive)

Stock exchange		% Board seats held by women	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% CEO position held by women	Number of firms*
Market	Exchange							
1 South Africa	Johannesburg Stock Exchange (JSE)	32		57	1	15	8	100
2 Rwanda	Rwanda Stock Exchange (RSE)	26		60	10	0	20	10
3 Kenya	Nairobi Securities Exchange (NSE)	24		35	15	15	9	54
4 Nigeria	Nigerian Exchange Group (NGX)	23		33	10	5	10	100
5 Ghana	Ghana Stock Exchange (GSE)	23		32	8	12	12	25
6 Botswana	Botswana Stock Exchange (BSE)	23		29	13	29	17	24
7 Zimbabwe	Zimbabwe Stock Exchange (ZSE)	22		22	10	7	2	41
AVERAGE		21		26	17	8	9	

STATUS IN AFRICA (deep dive)

Stock exchange			% Board seats held by women	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% CEO position held by women	Number of firms*
Market		Exchange							
	AVERAGE		21		26	17	8	9	
8	Morocco	Casablanca Stock Exchange (CSE)	20	30	25	22	7	4	73
9	Tanzania	Dar es Salaam Stock Exchange (DSE)	18		16	26	0	11	19
10	WAEMU**	Bourse Régionale des Valeurs Mobilières (BRVM)	16		5	28	5	5	43
11	Mauritius	Stock Exchange of Mauritius (SEM)	15		6	15	6	7	86
12	Tunisia	Bourse des Valeurs Mobilières de Tunis (BVMT)	15		11	34	6	8	79
13	Egypt	Egyptian Exchange (EGX)	12	25	5	31	3	2	100

STATUS IN SOUTH-EAST ASIA



Stock exchange		% Board seats held by women	% Year on year change	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% Year on year change	% CEO position held by women	% Year on year change
Market	Exchange									
South-eastern Asia		19			24	18	8		7	
Malaysia	Bursa Malaysia	26	+ 2.0	*	44	4	5	+ 1	2	+ 1
Thailand	Stock Exchange of Thailand (SET)	20	+ 0.9		24	9	8	+ 2	9	- 6
Philippines	Philippine Stock Exchange (PSE)	20	+ 0.7		18	13	7	+ 2	8	-
Singapore	Singapore Exchange (SGX)	18	+ 1.2		17	18	9	+ 1	8	- 2
Indonesia	Indonesian Stock Exchange (IDX)	13	- 1.8		17	47	13	+ 9	6	+ 2

STATUS IN EASTERN ASIA

Stock exchange		% Board seats held by women	% Year on year change	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% Year on year change	% CEO position held by women	% Year on year change
Market	Exchange									
Eastern Asia		14			10	25	4		3	
China	Shenzhen Stock Exchange (SZSE)	17	+ 1.2		14	22	6	-	6	-
Japan	Japan Exchange Group (JPX)	17	+ 3.0		11	6	3	+ 3	1	-
China	Stock Exchange of Hong Kong (HKEX)	14	+ 1.8	*	13	28	6	+ 3	5	- 2
China	Shanghai Stock Exchange	12	- 0.2		10	33	2	-	1	- 2
Korea (ROK)	Korea Exchange (KRX)	10	+ 0.3	*	3	34	1	-	2	-

STATUS IN LATIN AMERICA

Stock exchange		% Board seats held by women	% Year on year change	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% Year on year change	% CEO position held by women	% Year on year change
Market	Exchange									
Latin America		13			9	35	3		3	
Chile	Bolsa de Santiago	16	+ 4.7		16	30	2	+ 1	3	- 2
Brazil	Brazil Exchange (B3)	14	- 1.3		7	23	5	+ 4	3	+ 2
Peru	Bolsa de Valores de Lima (BVL)	13	+ 1.1		13	44	5	- 0	5	- 0
Mexico	Bolsa Mexicana de Valores (BMV)	11	+ 0.9		5	30	2	+ 2	0	- 2
Argentina	Bolsas y Mercados Argentinos (BYMA)	11	- 2.0	33	6	48	3	+ 2	4	+4

STATUS

IN LATIN AMERICA (deep dive)

Bolsa de valores		% de puestos ocupados por mujeres en órganos directivos	Tamaño prom. del órgano directivo	Cant. más alta de mujeres en órganos directivos	% de empresas con órganos directivos sin mujeres	% de órganos directivos presididos por mujeres	% de cargos de CEO ocupados por mujeres	Cant. de empresas analizadas*
Mercado	Bolsa							
1 Panamá	Latinex	20	7	4	33	9	8	100
2 Colombia	Bolsa de Valores de Columbia (BVC)	16	7	5	35	3	3	63
3 El Salvador	Bolsa de Valores de El Salvador (BVES)	16	9	5	29	4	11	45
4 Brasil	B3	15	9	5	23	1	1	100
PROMEDIO		14				3	4	
5 Argentina	Bolsas y Mercados Argentinos (BYMA)	13	4	4	31	1	0	71
6 Perú	Bolsa de Valores de Lima (BVL)	12	7	3	44	5	5	57
7 Bolivia	Bolsa Boliviana de Valores (BBV)	12	6	4	52	7	0	91
8 Chile	Bolsa de Santiago	11	8	3	44	1	5	100
9 México	Bolsa Mexicana de Valores (BMV)	10	11	5	37	0	2	100

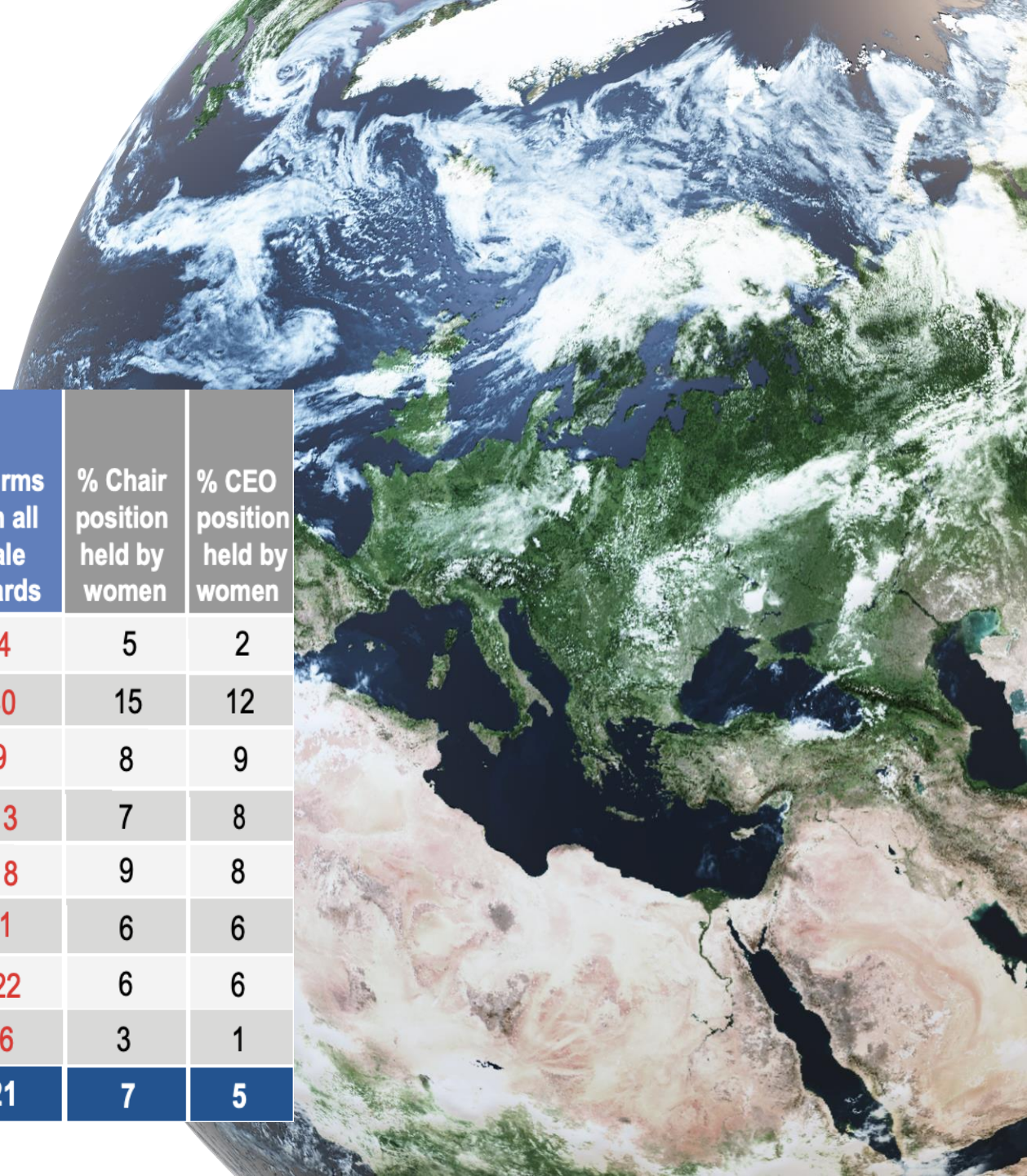
STATUS IN WESTERN ASIA

Stock exchange		% Board seats held by women	% Year on year change	% Mandatory minimum rule for women on boards	% Firms with at least 30% women on board	% Firms with all male board	% Chair position held by women	% Year on year change	% CEO position held by women	% Year on year change
Market	Exchange									
Western Asia		7			4	61	2		2	
Türkiye	Borsa Istanbul	16	+ 0.3		17	25	3	- 1	2	+ 2
United Arab Emirates	Abu Dhabi Securities Exchange (ADX)	8	+ 3.3	*	0	45	0	-	1	- 0
Kuwait	Borsa Kuwait	5	+ 1.7		3	71	3	-	4	+ 4
Saudi Arabia	Saudi Exchange	3	+ 0.6		1	80	2	+ 1	1	-
Qatar	Qatar Stock Exchange (QSE)	2	- 0.1		0	84	2	- 0	2	- 1

STATUS IN ASIA (deep dive)

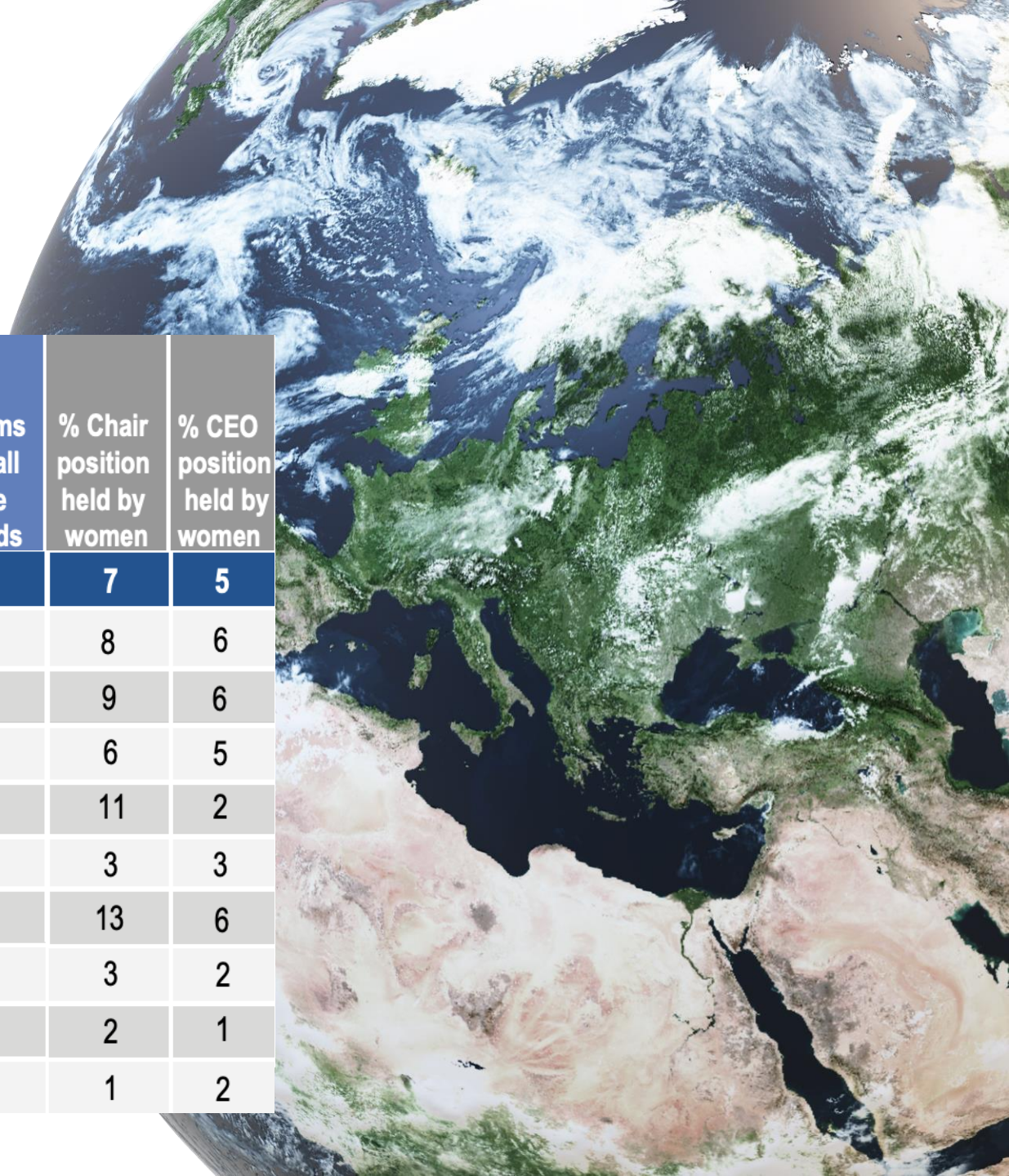
Stock exchange		% Board seats held by women	Mandatory minimum rule for women on boards (Number)	% Firms with at least 30% women on board	% Firms with all male boards	% Chair position held by women	% CEO position held by women
Market	Exchange						
1 Malaysia	Bursa Malaysia	26	1	44	4	5	2
2 Viet Nam	Vietnam Stock Exchange (VNX)	21		26	30	15	12
3 Thailand	Stock Exchange of Thailand (SET)	20		24	9	8	9
4 Philippines	Philippines Stock Exchange (PSE)	20		18	13	7	8
5 Singapore	Singapore Exchange (SGX)	18		17	18	9	8
6 India	National Stock Exchange of India (NSE) Bombay Stock Exchange (BSE)	17	1	10	1	6	6
7 China	Shenzhen Stock Exchange (SZSE)	17		14	22	6	6
8 Japan	Japan Exchange Group (JPX)	17		11	6	3	1
AVERAGE		16		15	21	7	5

<https://sseinitiative.org/gender-equality-database/>



STATUS IN ASIA (deep dive)

Stock exchange			% Board seats held by women	Mandatory minimum rule for women on boards (Number)	% Firms with at least 30% women on board	% Firms with all male boards	% Chair position held by women	% CEO position held by women
Market	Exchange							
	AVERAGE		16		15	21	7	5
9	Bangladesh	Chittagong Stock Exchange (CSE)	15		19	25	8	6
10	Bangladesh	Dhaka Stock Exchange (DSE)	15		15	26	9	6
11	China	Stock Exchange of Hong Kong (HKEX)	14	1	13	28	6	5
12	Nepal	Nepal Stock Exchange (NEPSE)	13	1*	6	26	11	2
13	Sri Lanka	Colombo Stock Exchange (CSE)	13		7	33	3	3
14	Indonesia	Indonesia Stock Exchange (IDX)	13		17	47	13	6
15	Pakistan	Pakistan Stock Exchange (PSX)	13	1	2	6	3	2
16	China	Shanghai Stock Exchange	12		10	33	2	1
17	Korea (ROK)	Korea Exchange (KRX)	10	1	3	34	1	2



key Barriers

- Limited availability of **sex-disaggregated data** and inconsistent reporting practices
- Lack of **training** and professional development opportunities
- Lack of gender-sensitive **human capital management**, including in hiring, retention, and promotion processes
- Biases and **stereotypes** suggest women do not have the characteristics needed to lead
- Lack of awareness or **skepticism** about the business case for gender-balanced leadership
- Limited access to **networks** and connections
- Lack of access to role models, **mentors**, coaches, and sponsors
- Unsuitable **work environments** in traditionally male-dominated industries
- **Safety concerns** in operational locations and gender-based violence and harassment§

PREPARE

PURPOSE

LANDSCAPE

LANGUAGE

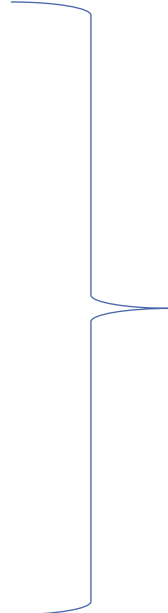
Key terminology – why language matters



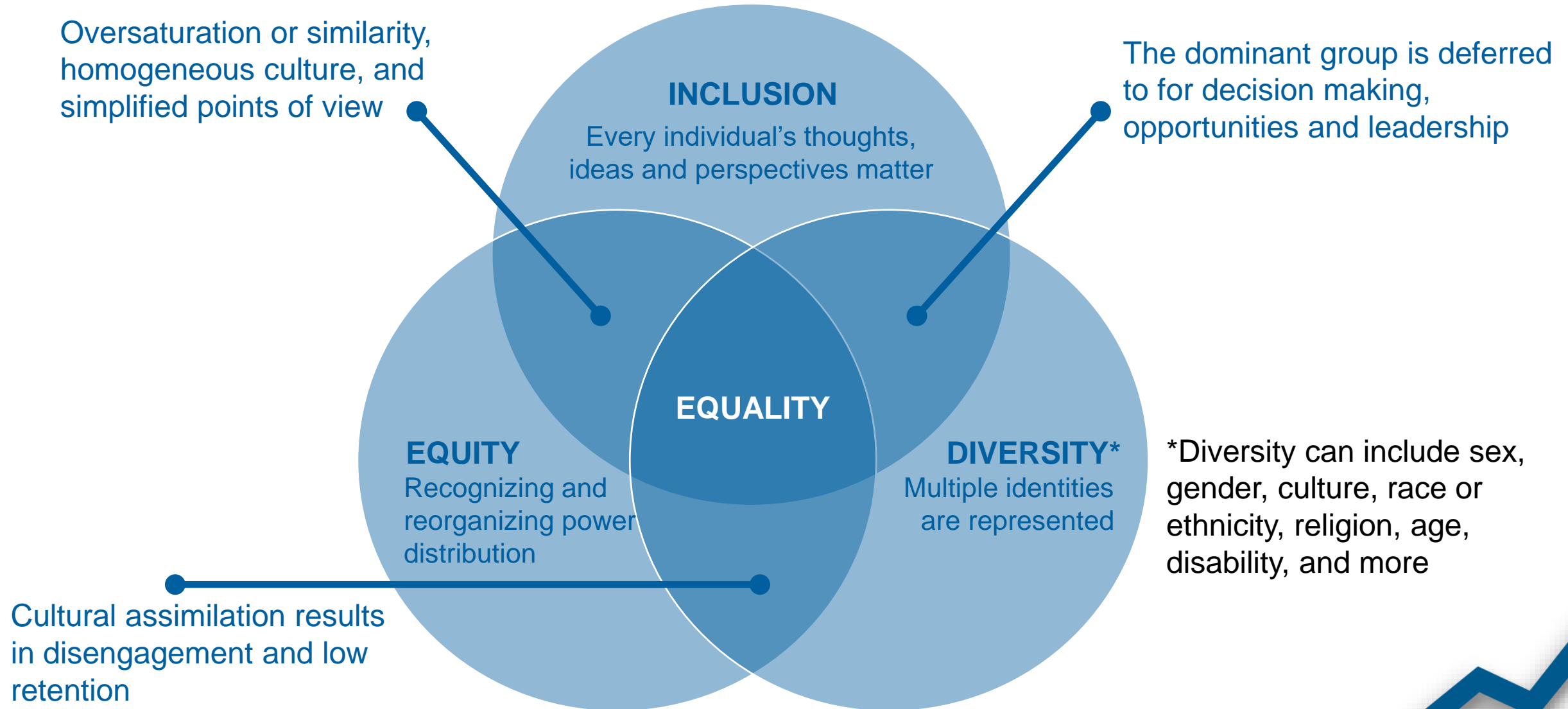
DEFINING "GENDER"

Explore various gender-related terms in the [UN Women Gender Equality Glossary](#)

- Learned through socialization process
- Hierarchical and relational
- Evolves and/or changes
- Linked to institutions
- Contextual

- 
- Social attributes
 - Opportunities
 - Norms
 - Roles

Diversity, Equity & Inclusion (DEI)





UNDERSTANDING GLOBAL STANDARDS & BEST PRACTICES

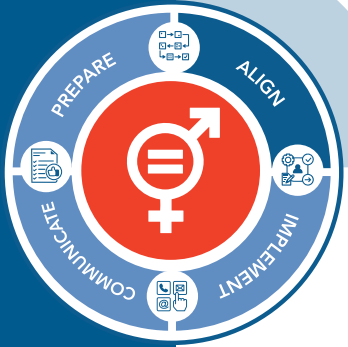
ALIGN

GLOBAL

Global baselines – where to start

LOCAL

PEERS



ZOOM POLL

Select the
appropriate answer

The zoom poll should appear on your screen momentarily. If it does not appear, feel free to answer in the chat box or message the hosts directly.

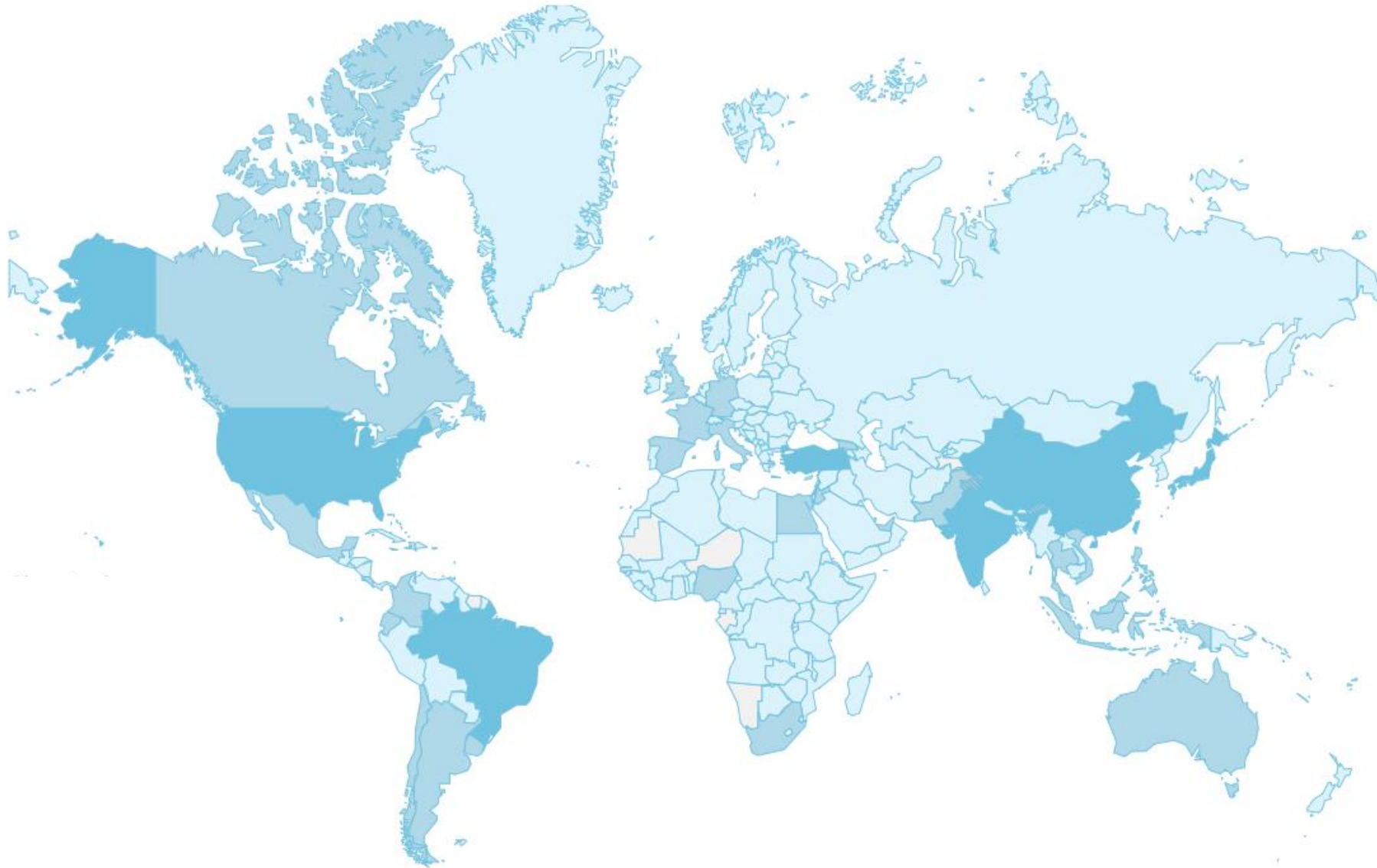
1. Is your organization a signatory of the UN Women's Empowerment Principles?

- I. Yes
- II. No
- III. I don't know



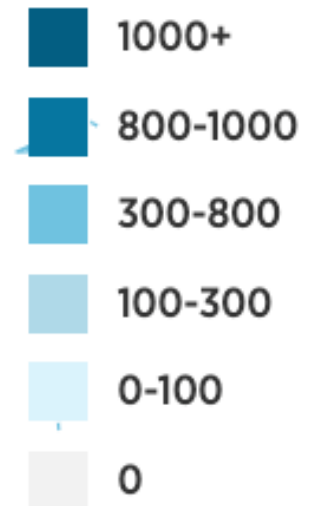
Click [here](#) to watch on YouTube

GLOBAL FOOTPRINT OF WEPs SIGNATORIES



Number of signatories:
Almost 10,000 from 160+
countries as of May 2024

Signatories



OVERVIEW of the WEPs



-  1 – High-level corporate leadership
-  2 – Treat all women and men fairly at work without discrimination
-  3 – Employee health, well-being and safety
-  4 - Education and training for career advancement
-  5 - Enterprise development, supply chain and marketing practices
-  6 - Community initiatives and advocacy
-  7 - Measurement and reporting

EXAMPLE OF IMPLEMENTING THE WEPs

– WEPs Journey

Activate

Activate actions with internal stakeholders to advancing GEWE in the workplace, marketplace and community

Engage

Share your progress with the WEPs community & engage with external stakeholders



Report

Report on gender equality on the WEPs Company Profile page

Sustain

Collect data, monitor progress, results and impact

Have an **Action Plan**, Set achievable **Targets** –
WEPs can guide you

HOW TO BECOME A WEPs SIGNATORY

Eligibility Criteria

1

Legally registered company from any sector, size, and ownership
Chamber of commerce, industry association eligible

How?

2

Go to www.weps.org/join to fill out the online form

THE EDGE STANDARD

- EDGE Certification is a global standard for Diversity, Equity, and Inclusion (DE&I), centred on a workplace gender and intersectional equity approach.
- The Standards – EDGE (gender-binary) and EDGEplus (gender and intersectionality) – offer a holistic framework against which organizations can measure where they stand in terms of gender and intersectional equity.
- The framework consists of requirements and specifications against which conformance is audited by an independent third-party leading to EDGE Certification.



ALIGN

GLOBAL

LOCAL

PEERS

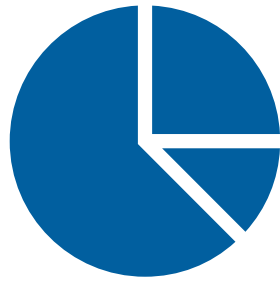
Gender-based regulation – what impacts to expect



REGULATION

Market	Requirement (min.)	Compliance year	Women in board seats (%)	All male boards (%)	Female board chair (%)	Female CEOs (%)
France (Euronext-Paris)	40% women	2017	45	1	6	6
Italy (Borsa Italiana)	40% women	2019	36	2	15	2
Germany (Deutsche Boerse)	30% women	2016	33	6	5	3
USA (Nasdaq)	1 woman	2023	31	2	3	6
Switzerland (SIX)	30% women	2026	28	6	5	4
Malaysia (Bursa Malaysia)	1 woman	2024	26	4	5	2
Morocco (Bourse de Casablanca)	30% women	2024	20	22	7	4
India (NSE and BSE)	1 woman	2019	17	1	6	6
China (HKEX)	1 woman	2024	14	28	6	5
Egypt (EGX)	25% women	2021	12	31	3	2
Argentina (BYMA)	33% women	**	11	48	3	4
Korea (KRX)	1 woman	2022	10	34	1	2
UAE (ADX)	1 woman	2020	8	45	0	1

UNDERSTANDING REQUIREMENTS



Quota-based policies

- Required to reach a specified quota
- Easily defined requirement and more easily enforced
- Blanket requirement does not consider root cause

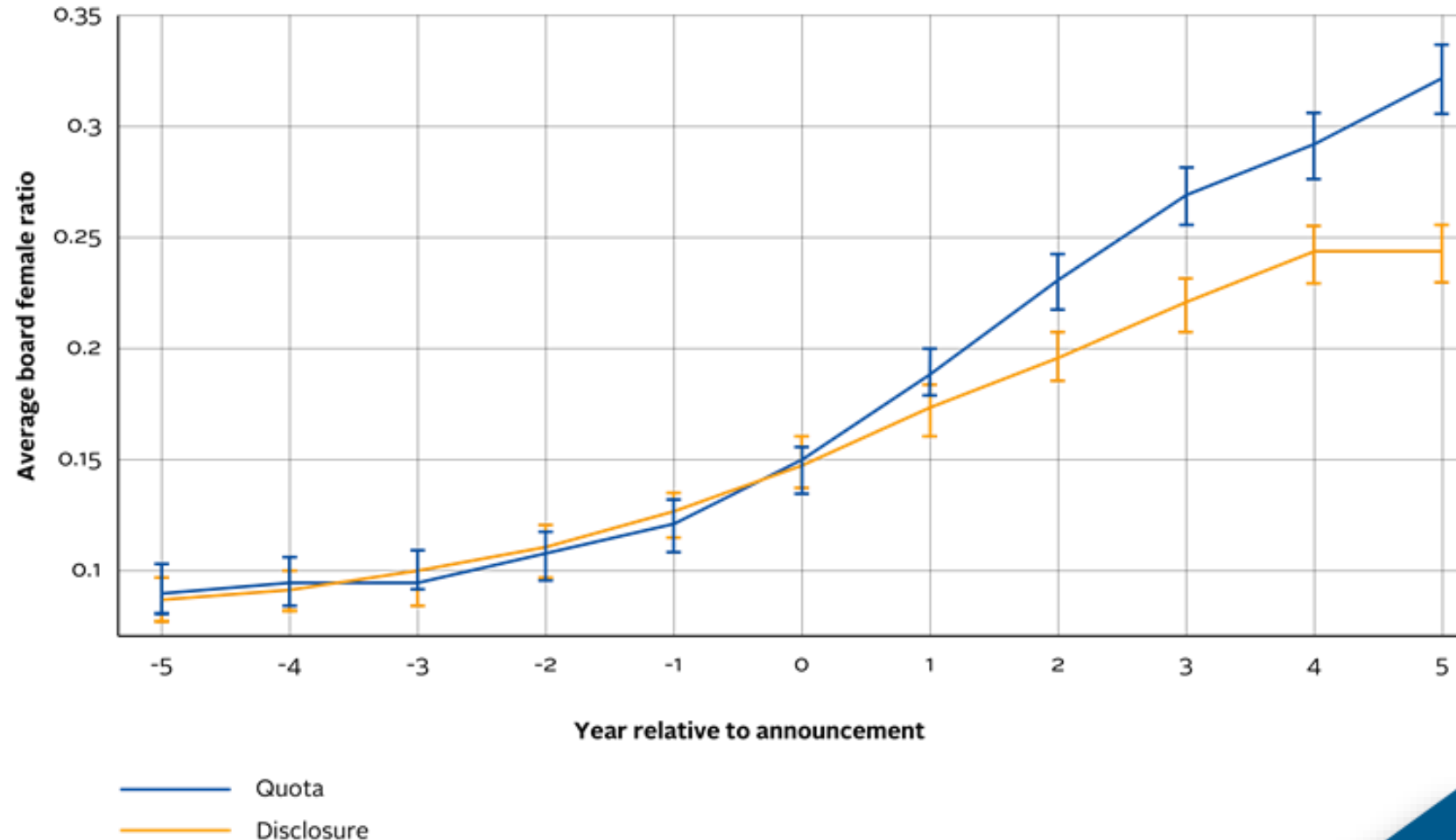


Disclosure-based policies

- Disclosure of policies; guidelines on targets
- Not easily defined and harder to enforce / measure
- More adaptable to root causes / individual circumstances

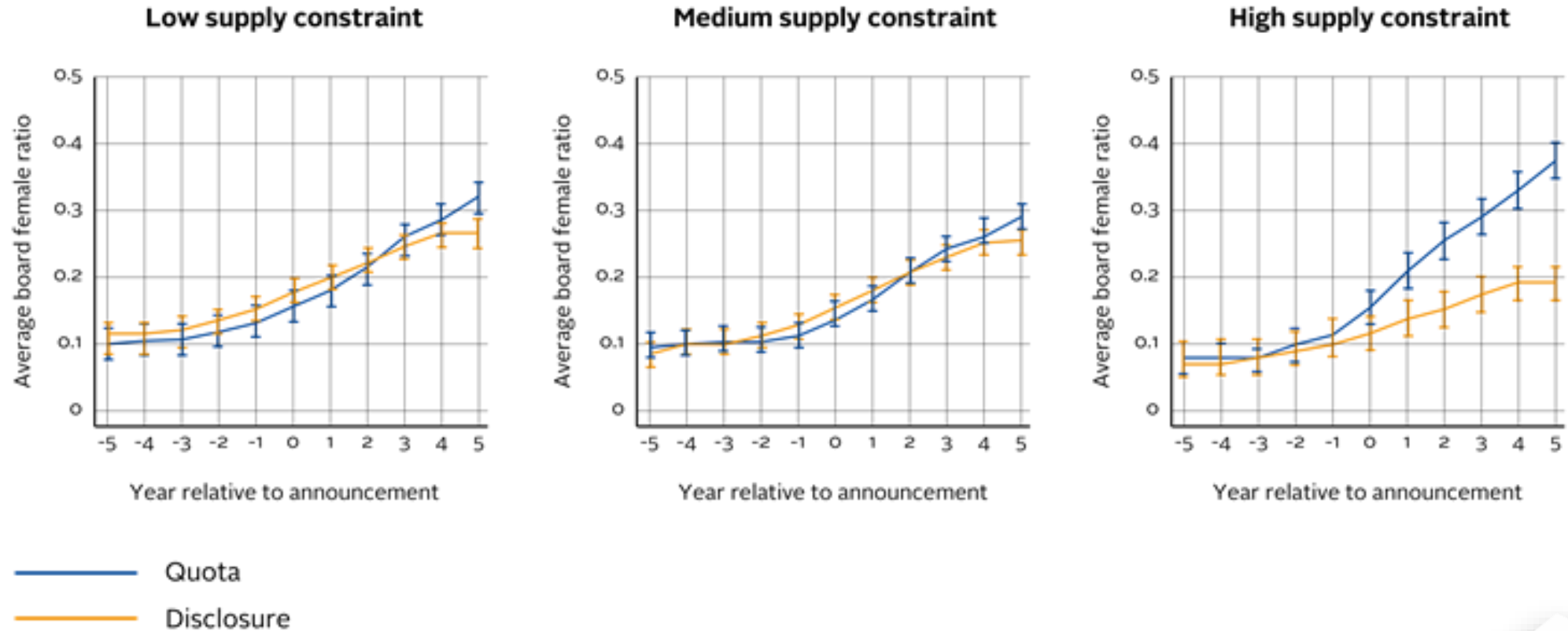
QUOTA VS. DISCLOSURE POLICIES

Board gender ratio around policy announcement



QUOTA VS. DISCLOSURE POLICIES

Board gender ratio around policy announcement split by industries with different supply constraints



Corporate strategies – a tale of two companies



Both have 10% women in executive leadership



Both have 50% women and men in operational-level positions



Both have a new CEO who makes gender equality a priority



Sets a target of 40% women in leadership



CEO shares personal experience reaching the top



Announces hiring freeze for male candidates until further notice

PRIORITIZING TARGETS

Peacock Plc.





CEO joins 30% club for public



Creates a task force to identify blocks



Initiates reverse mentorship program

PRIORITIZING ROOT CAUSES

Owl Inc.





Less internal promotions



More external hires



More time needed to recruit new staff



Innovation stagnation

**OUTCOME OF
PRIORITIZING
TARGETS**

Peacock Plc.





More internal promotions



More mothers remaining in the workforce



HR resources re-directed to training support



Increased innovation

**OUTCOME OF
PRIORITIZING
ROOT CAUSES**

Owl Inc.



CORPORATE CULTURE



Recruitment practices

- ☐ Black-out identity
- ☐ Inclusive job posting
- ☐ Gender-sensitivity training

Policies

- ☐ Anti-harassment policies
- ☐ Parental leave review
- ☐ Work-life balance
- ☐ Communicating policies

Audits and research

- ☐ Unconscious bias reviews
- ☐ Gender audits
- ☐ External gender pay-gap audits

Tone from the top

- ☐ Training and education for board / leaders
- ☐ Integrating sound ESG practices
- ☐ Sustainability objectives

ZOOM POLL

Select the
appropriate answer

The zoom poll should appear on your screen momentarily. If it does not appear, feel free to answer in the chat box or message the hosts directly.

2. How should your company improve its financial performance?

(more than one answer may be correct)

- I. Implementing policies that promote gender diversity
- II. Creating all-women boards
- III. Collecting gender disaggregated data
- IV. Only promoting women until you reach parity
- V. Setting gender-based targets

ALIGN

GLOBAL

LOCAL

PEERS

Peer group practices – how to stay ahead



SECTOR AND INDUSTRY-SPECIFIC PRACTICES



Workplace

- A Bank in Sweden - Gender Pay Gap
- Bank in Spain – levelling the playing field
- Airline in LATAM – increase women pilots



Marketplace

- A Financial Platform in US –Solutions for Inclusive Investing
- Bank in LATAM launched a women's financial inclusion programme



Accelerating Progress

- WEPs Business Accelerator
 - Assess
 - Action
 - Connect
 - Grow
 - Impact

Resources for you to stay ahead

Gender Action Plan Module

This module provides steps on how to develop a successful organization-wide gender action plan that advances gender equality and women's empowerment in workplace, marketplace and community

Available to public

Gender-responsive Recruitment Checklist

This checklist helps you to verify if your company's recruitment process is gender responsive. This can be used for recruiting firms, headhunters and in-house HR department for their day-to-day work.

For signatories only

Gender-responsive Procurement Assessment Tool

This tool allows companies to assess their progress on their gender-responsive procurement policies and practices. Consisting of 31 questions, the tool identifies gaps and areas for improvement.

For signatories only

The background of the slide features a blue-toned financial chart. It includes a line graph with multiple data series, some showing upward trends and others downward. There are also numerical data points and percentage changes (e.g., -0.07%, 0.03%, 0.02%, 0.05%, 0.04%) overlaid on the chart. A prominent white line graph is visible in the lower-left corner, showing a series of peaks and valleys.

GUEST SPEAKER

CONTACT

UN SSE Initiative
training@sseinitiative.org

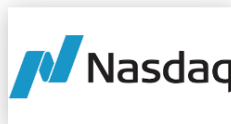
IFC
lsalazar@worldbank.org

UN Women
weps@unwomen.org

Please refer to the guest speaker's slides for their contact details



THANK YOU TO OUR OFFICIAL SUPPORTERS





**Sustainable
Stock Exchanges**



THE GOVERNMENT
OF THE GRAND-DUCHY OF LUXEMBOURG
Ministry of Finance

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