



## PART 2

# GENDER EQUALITY & GLOBAL MARKETS

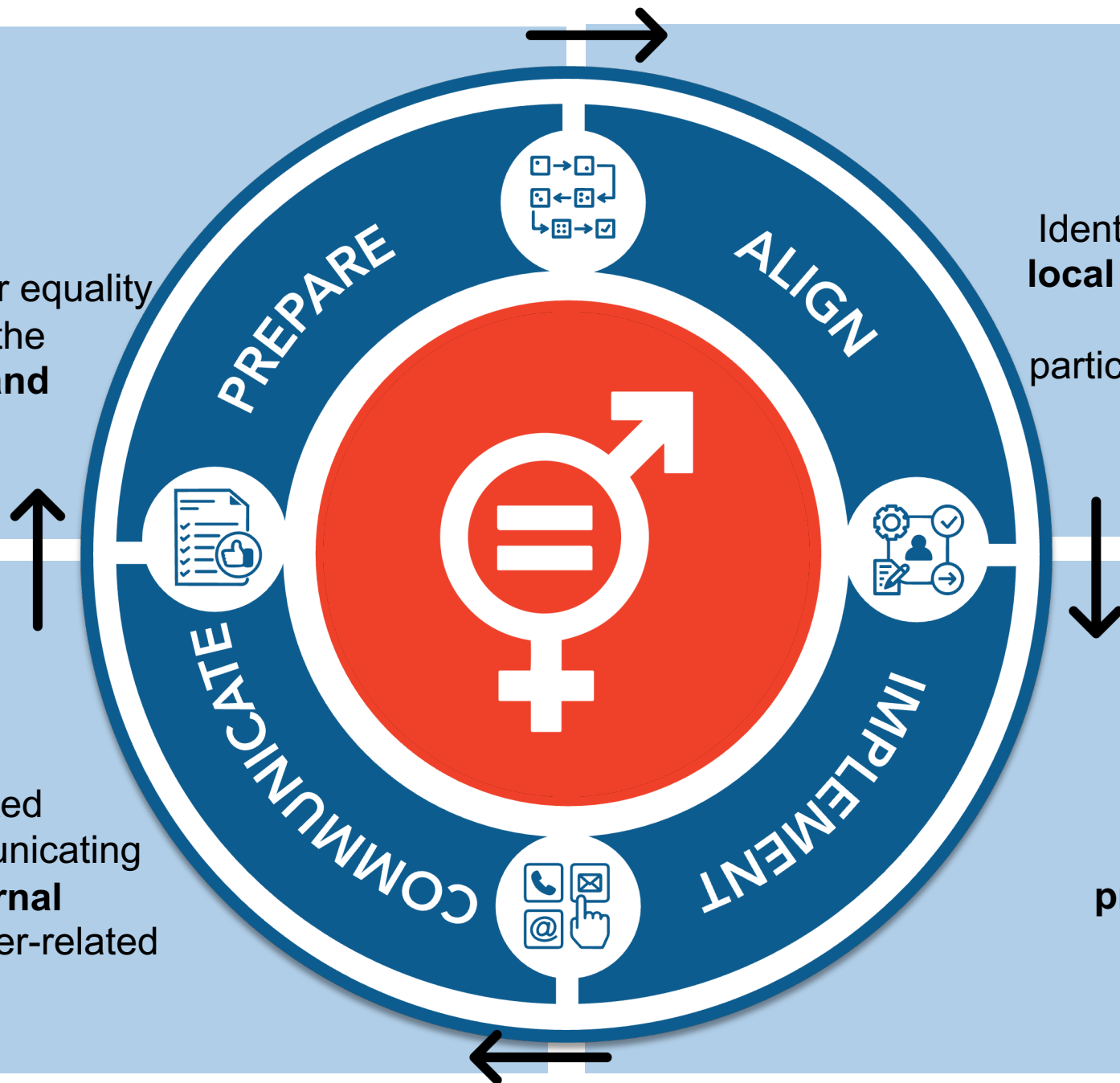
*Addressing complexity through implementation and communication*

## PREPARE

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

## COMMUNICATE

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



## ALIGN

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

## IMPLEMENT

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



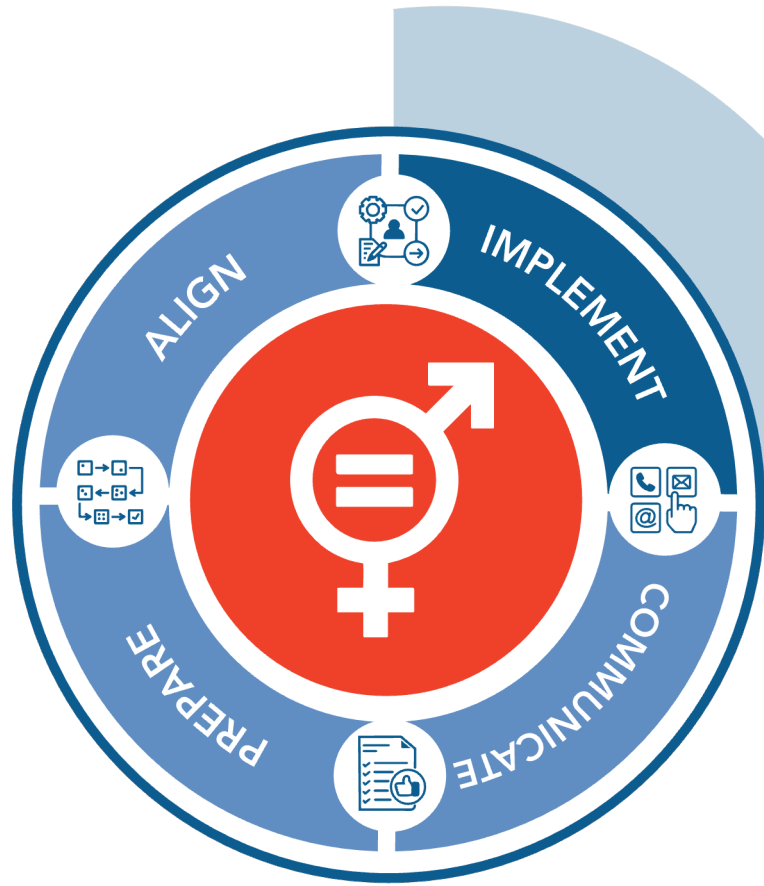
## LEARNING OBJECTIVES

**Understand how to capture market value for gender equality performance**



## LEARNING OBJECTIVES

**Identify  
communication  
channels for gender-  
related information**



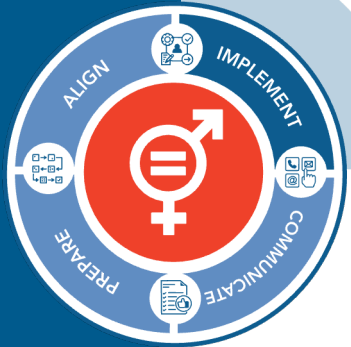
# ACCESSING GENDER-LENS FINANCE

# IMPLEMENT

## PRODUCTS

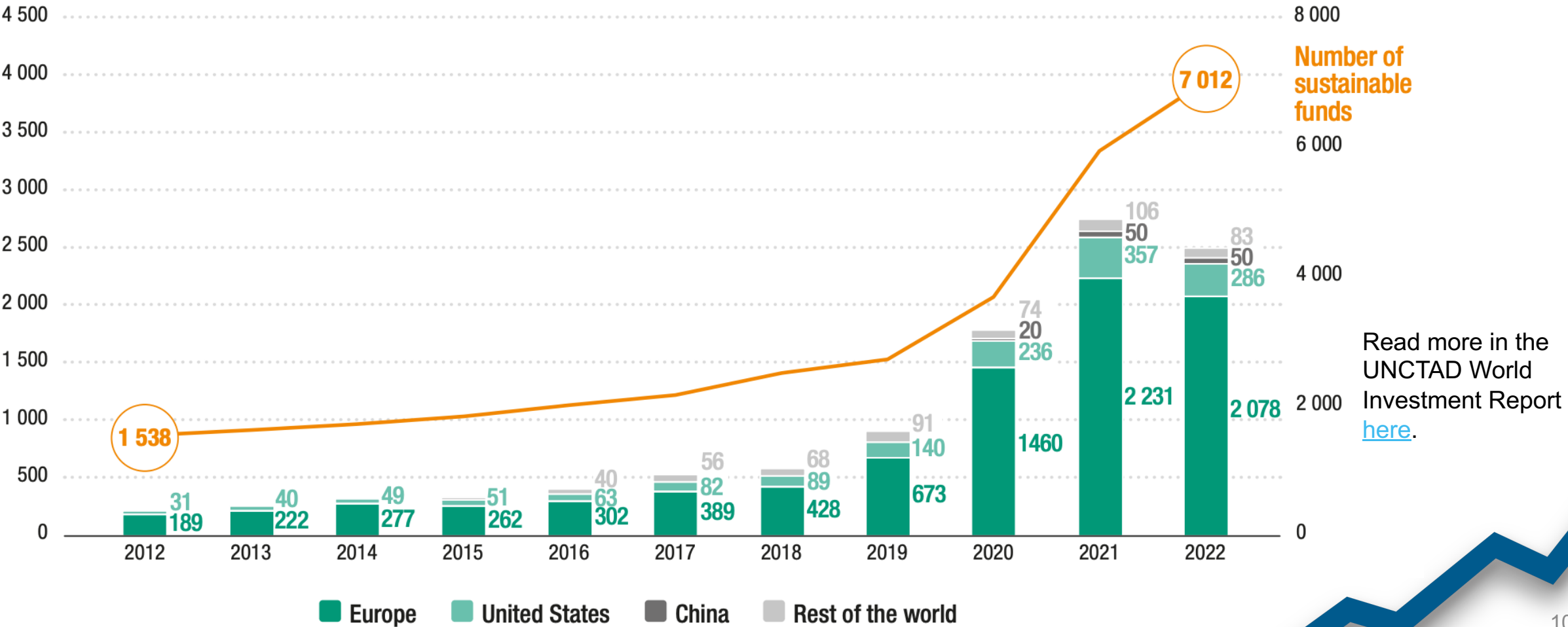
Gender-lens products - identifying financial opportunities

## PROMOTION



# GROWTH IN SUSTAINABLE FUNDS

2023 World Investment Report illustrates strong **growth in sustainable funds and assets under management, 2010–2022 (US\$ Billions and number)**



# WHAT IS GENDER-LENS INVESTING?







**Investment strategies** applied to an allocation or to the entirety of an investment portfolio, which seek to **examine gender dynamics** to better **inform investment decisions** and/or intentionally and measurably **address gender disparities.**”

- *The Global Impact Investing Network*

Read more about the GIIN’s gender lens investing initiative [here](#).

# GENDER-SMART INVESTMENT STRATEGIES



With women represented in leadership



Committed to a gender diverse and equitable workforce



Committed to a gender inclusive value chain



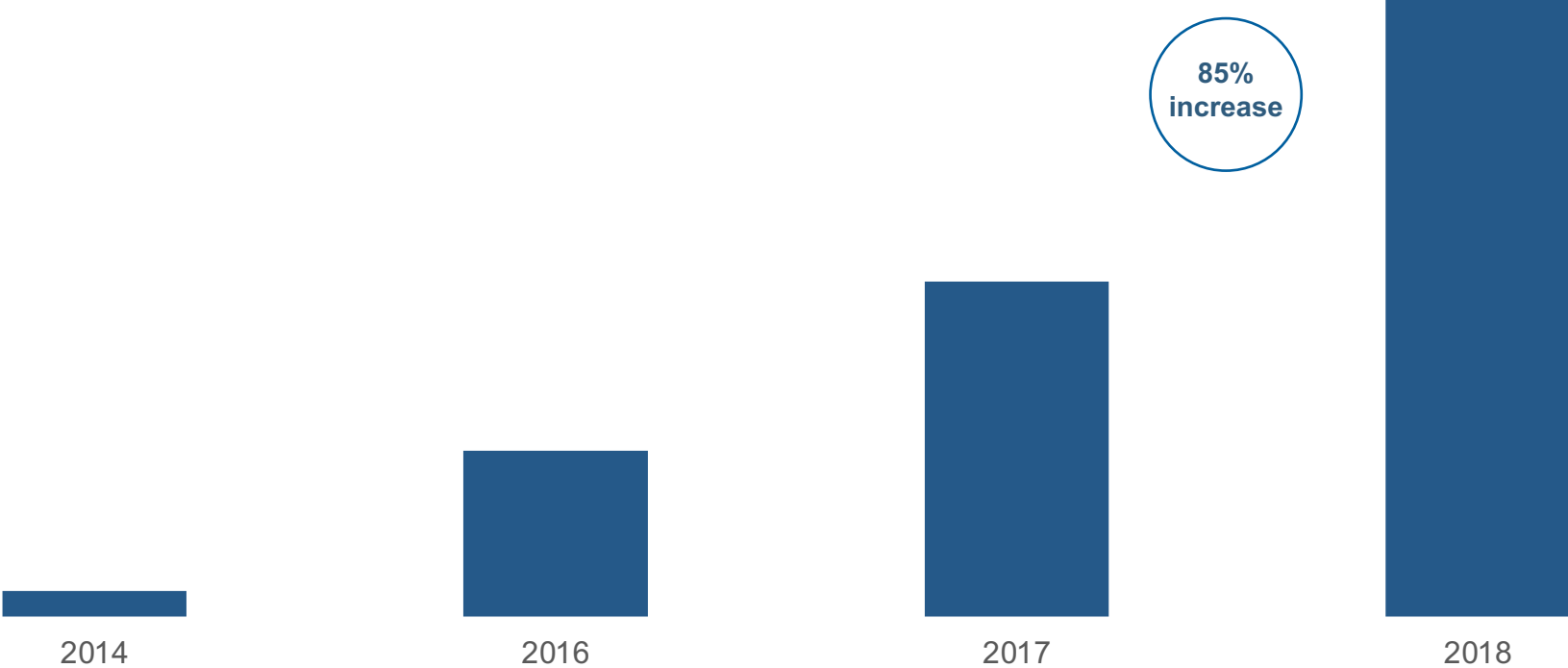
Committed to offering and designing products or services that consider the distinct needs of women as a consumer segment



Committed to ensuring their operations do no harm to women in the community

Source: IFC, CDC (2020) [Private Equity and Value Creation: A Fund Manager's Guide to Gender-smart Investing](#)

# GENDER LENS INVESTMENT GROWTH



Growth of gender lens investing opportunities in public markets (AUM USD)

Source: Veris Wealth Partners LLC (2018) [Gender Lens Investing: Bending the Arc of Finance for Women and Girls](#)

# 2x Criteria

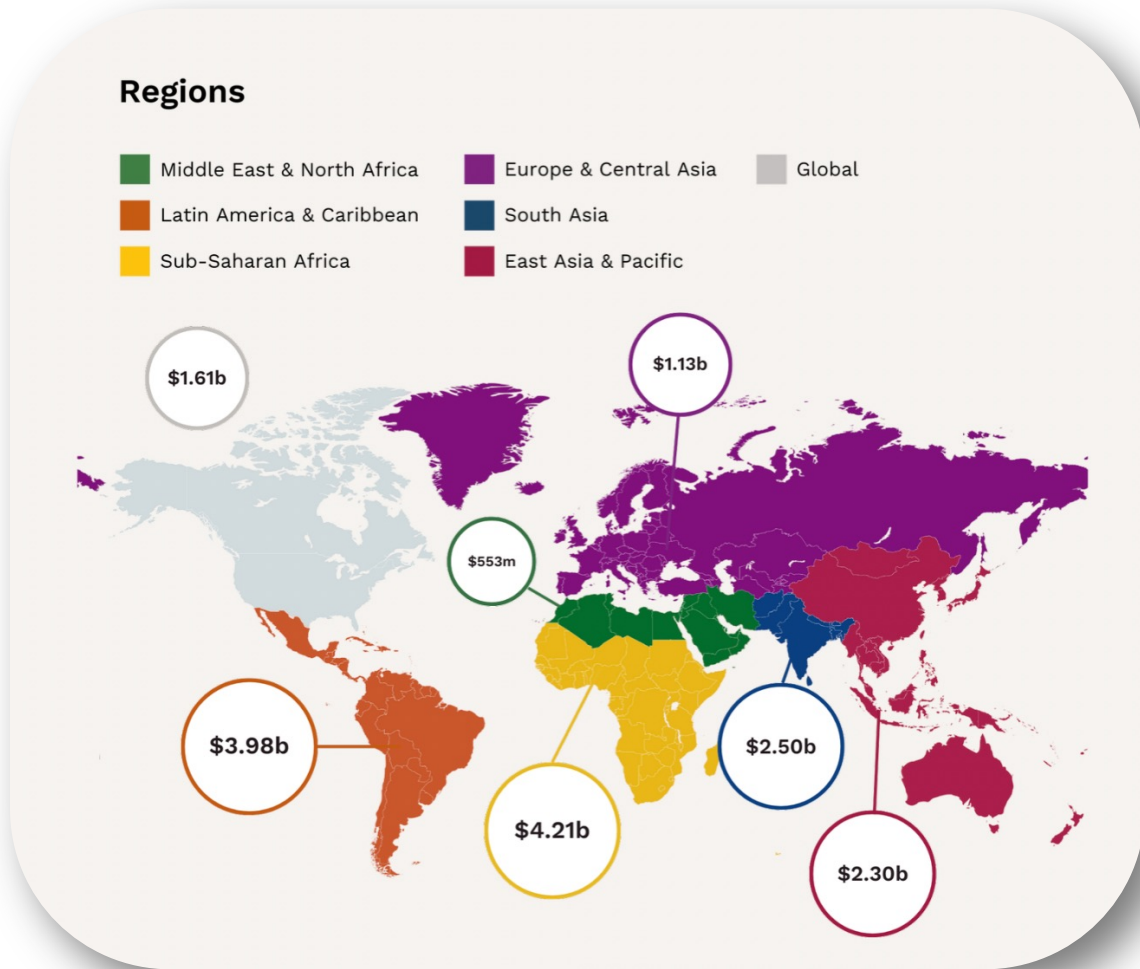
			Threshold
Direct Criteria	1	Entrepreneurship	1A. Share of women ownership <b>51%</b>
			OR
			1B. Business founded by a woman <b>Y/N</b>
	2	Leadership	2A. Share of women in senior management <b>30%</b>
OR			
		2B. Share of women on the Board or IC <b>30%</b>	
3	Employment	3A. Share of women in the workforce <b>30 - 50%*</b>	
		AND	
		3B. One “quality” indicator beyond compliance <b>Y/N</b>	
4	Consumption	4. Product or service specifically or disproportionately benefits women <b>Y/N</b>	
		AND	
5	Investments through Financial Intermediaries (FIs)	5A. <i>On-Lending facilities</i> : Percent of the Investor/FI loan proceeds or percent of FI’s portfolio supporting businesses that meet direct criteria <b>30%</b>	
		OR	
		5B. <i>Funds</i> : Percent of portfolio companies that meet the direct criteria <b>30%</b>	

## Sector-Specific Thresholds

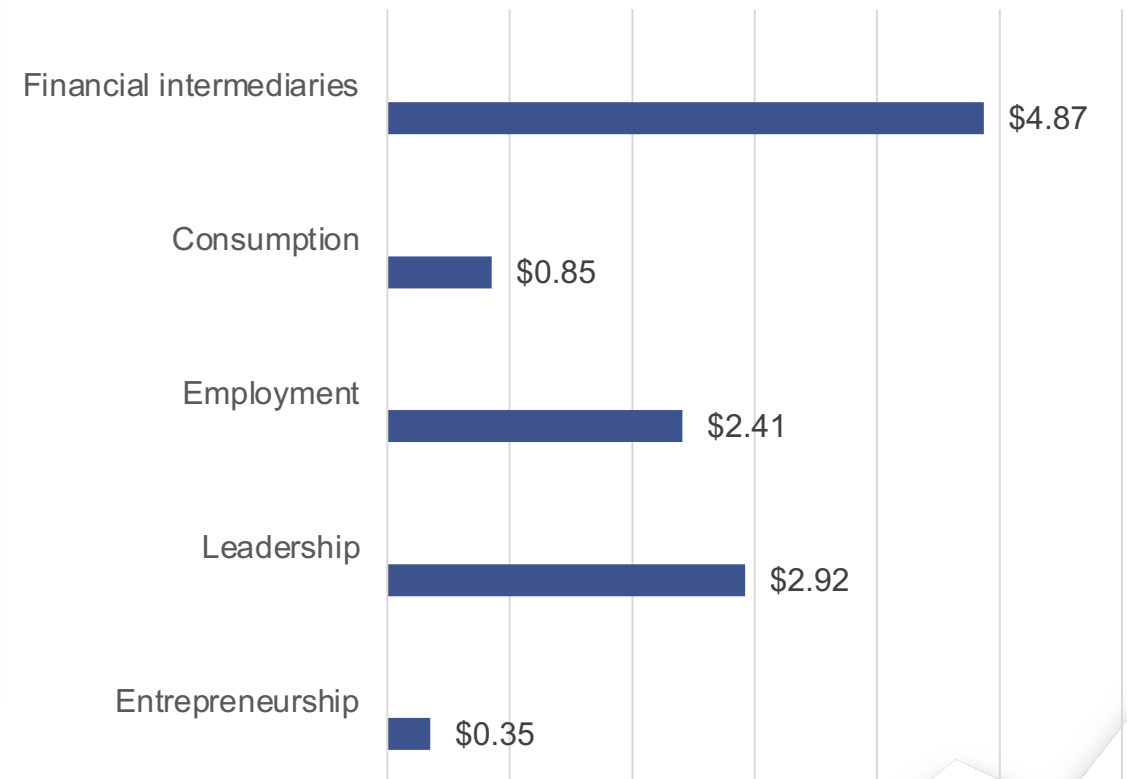
3.A Women in the Workforce*		
Grp.	Sector	%
Low	Infrastructure, Power, Telecoms	30%
Mid	Financial Services, Manufacturing	40%
	– Heavy, Agribusiness & Food, Professional Services	
High	Healthcare, Education, Consumer Services, Manufacturing – Light <sup>3</sup>	50%

\*Room for judgement: Investees in unique sectors or geographies may require case-by-case consideration.

# Investments aligned with 2X Criteria



Investment in 2X Criteria 2018-2020  
(US\$ Billion)



# GENDER-LENS INVESTMENT UNIVERSE

## Investment vehicles

### Equity

Shares of companies with high performance when applying a gender-equality lens

### Gender-lens funds

Gender-smart mutual funds or exchange traded funds (ETFs), separately managed accounts (SMAs) and private equity and debt funds that integrate gender-equality considerations

### Debt / fixed income

Corporate bonds, municipal bonds, treasury bonds and bills and certificate deposits that have gender-related impact objectives



## Investors

### Retail Investors

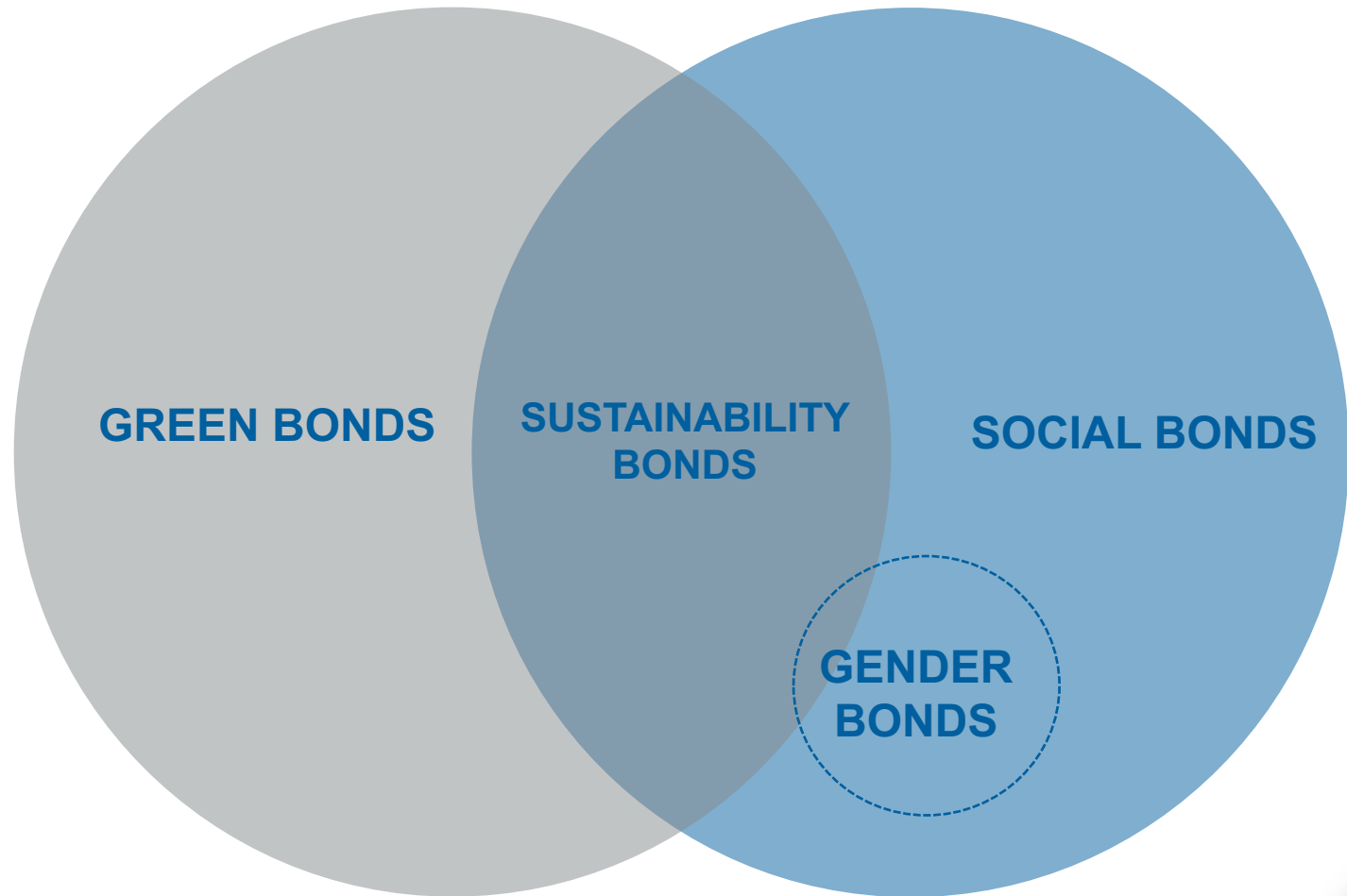
Individuals or non-professionals interested in applying a gender-lens to investment decision-making

### Institutional Investors

Organizations applying a gender lens either to all or a segment of investment decisions

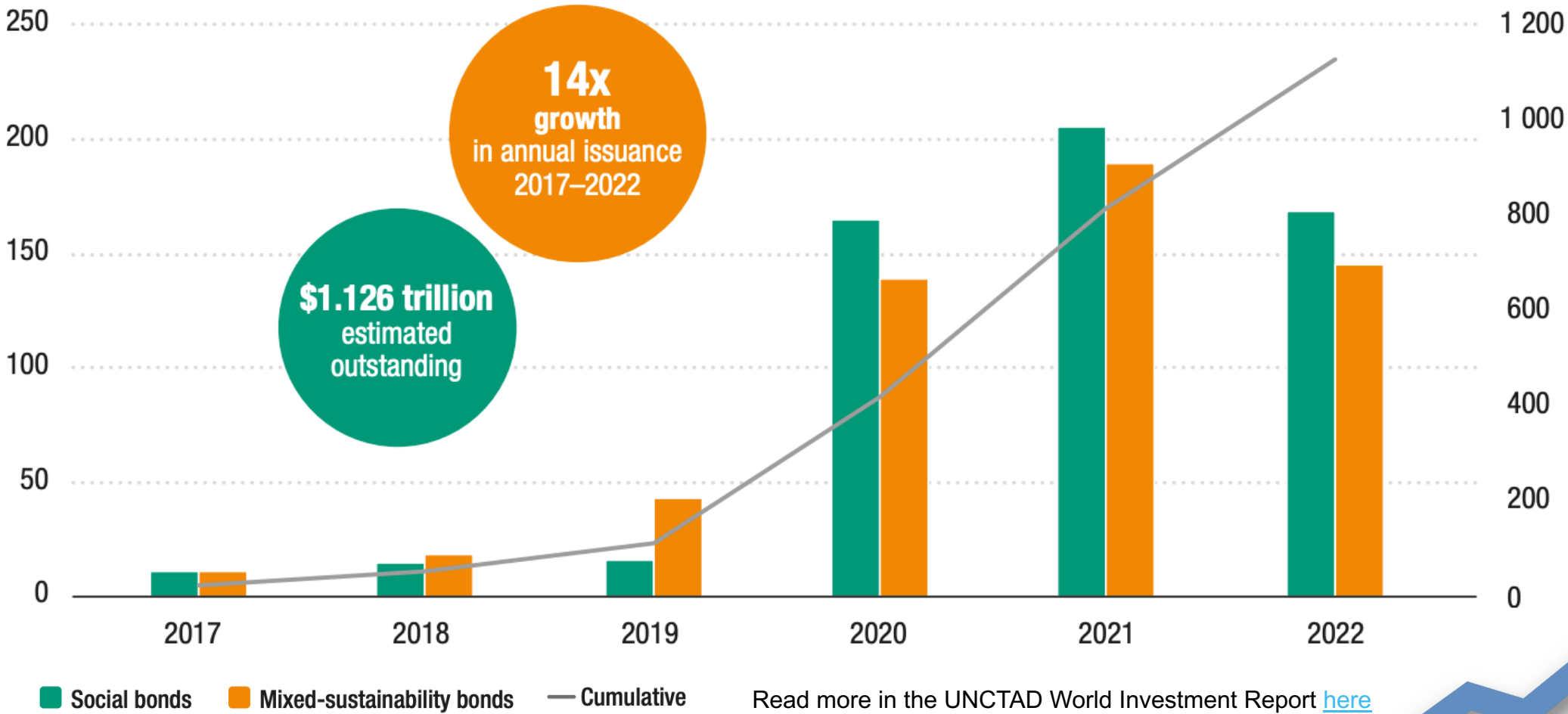
# WHAT ARE GENDER BONDS?

*Use of proceeds bonds*



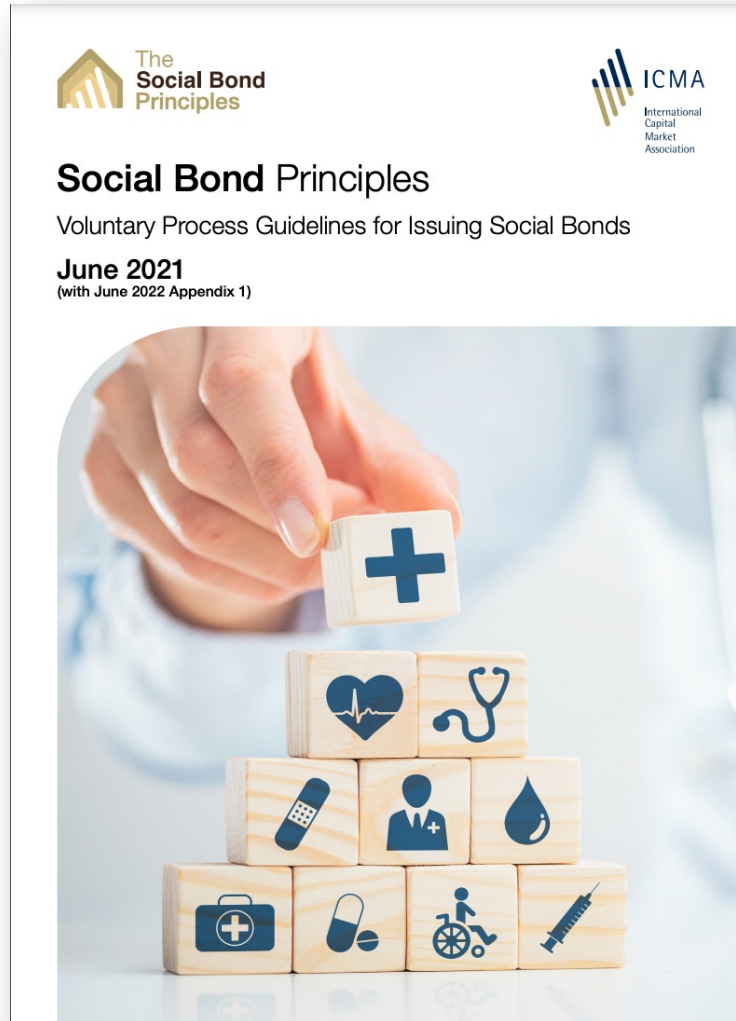
# GROWTH IN SOCIAL BONDS

2022 World Investment Report illustrates strong **growth in social and mixed-sustainability bond issuance, 2017–2021** (US\$ Billions and number)

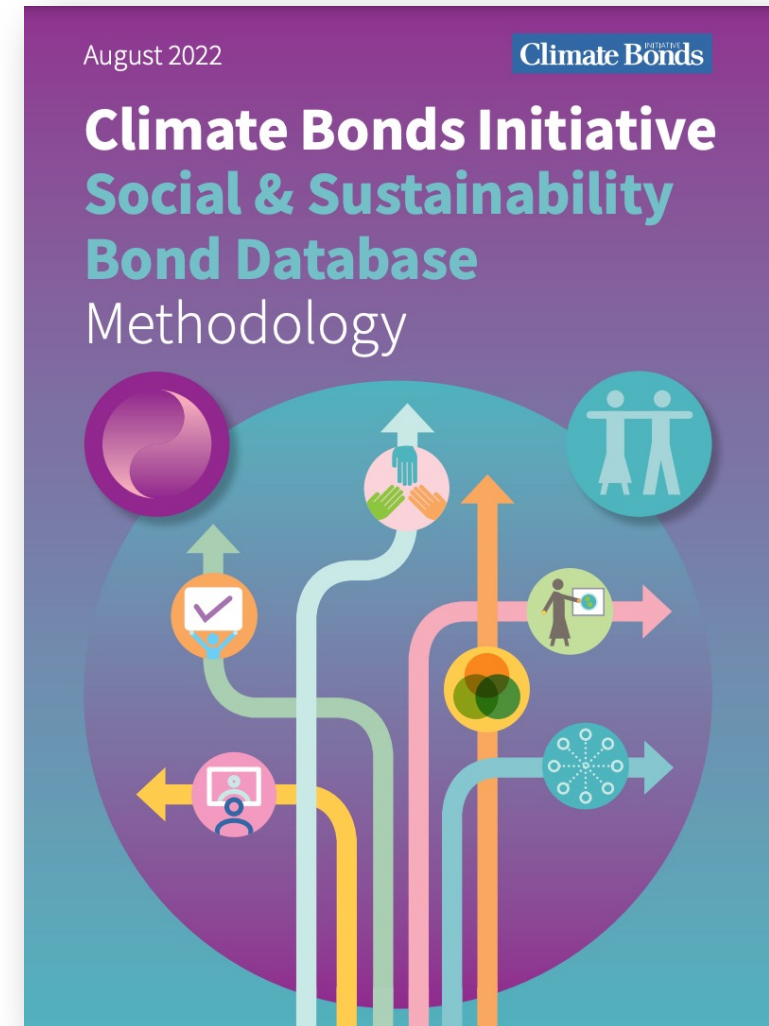




# GENDER BOND GUIDELINES



Read more about the SBPs [here](#)



Read more about CBIs methodology [here](#)

# GENDER BOND GUIDELINES

## The Principles



### Use of Proceeds\*

Green, Social, Sustainability Bonds  
("GSS" or "UoP")

#### Core Components:

1. Use of Proceeds
2. Process for Project Evaluation and Selection
3. Management of Proceeds
4. Reporting

#### Key Recommendations:

1. Bond Frameworks
2. External Reviews

### General Purposes\*

Sustainability-Linked Bonds  
("SLBs")

#### Core Components:

1. Selection of Key Performance Indicators (KPIs)
2. Calibration of Sustainability Performance Targets (SPTs)
3. Bond characteristics
4. Reporting
5. Verification

**Financial  
Instrument  
Guidance**

Source: ICMA - [Appendix II of the Social Bonds Principles](#)

# Gender Bond Example

## Bank OCBC NISP (Indonesia) Gender Bond in Sustainable Bond Program

### First Private Sector Gender Bond and Sustainability Bond Program in Indonesia

- IFC invested in **OCBC NISP's** issuance of the first Sustainable Bond Program in Indonesia, which comprises a [US\\$100 million Gender Bond](#) and a US\$100 million Green Bond (IDR equivalent).
- The investment in thematic bonds is part of the WB-IFC Joint Capital Market (J-CAP) initiative to mobilize capital into underserved segments, Gender and Green, and introduce a new asset class in the Indonesian capital markets and financial sector.
- The Project unlocks WSME growth potential by leveraging IFC's [Banking on Women](#) financing and expertise.

### Bank Motivation for Gender Bond and Green Bond

- OCBC NISP has strong commitment to the UN Sustainable Development Goals and clear roadmap for sustainability capacity building. It has gender equality as a core value, led by a female CEO, and has been awarded "SME Bank of the Year - Indonesia" 5 years in a row.



### Issuance Summary

<b>Issuer</b>	Bank OCBC NISP, Indonesia
<b>Issuance Status</b>	Sustainable Bond Program (Gender Bond and Green Bond), Senior Unsecured
<b>Issue Date</b>	February 2020
<b>Amount</b>	US\$100 million Gender Bond and US\$100 million Green Bond equivalent in IDR
<b>Tenor</b>	7 years
<b>Use of Proceeds</b>	Finance the bank's lending portfolio to women-led companies
<b>Second-Party Review</b>	<a href="#">Review</a> conducted by Sustainalytics

### Market Differentiation

OCBC NISP differentiated itself in Gender finance and Green finance in the market. NISP also seeks to refine its value proposition to offer products and services specifically targeting women entrepreneurs.

Source: [www.ifc.org/bow](http://www.ifc.org/bow)

# GUEST SPEAKER

Download the slides from the guest speaker on the event page for this training session.

You can find all training event pages at [www.SSEinitiative.org/SSE-academy/](http://www.SSEinitiative.org/SSE-academy/)

# IMPLEMENT



**PRODUCTS**

**PROMOTION**

Market mechanisms – expanding your impact

# PROMOTING PARTICIPATION

Sell side -  
Entrepreneurs / businesses



Buy side -  
investors / traders



To read more about this see **pages 17-18** of the [SSE Guidance on Gender Equality](#)

# PROMOTING IMPACT

## Product Promotion



## Segments and Indices



To read more about this see **pages 17-18** of the [SSE Guidance on Gender Equality](#)

# EXAMPLES OF GENDER EQUALITY INDICES

## Euronext Gender Equality Indices

- Category A: Gender Balance in Leadership & Workforce
- Category B: Equal Compensation & Work-life Balance
- Category C: Policies Promoting Gender Equality
- Category D: Commitment, Transparency & Accountability

## Bloomberg Gender Equality Index

- Section 1: Leadership & talent pipeline
- Section 2: Equal pay & gender pay parity
- Section 3: Inclusive culture
- Section 4: Anti-sexual harassment policies
- Section 5: External brand



# 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.

Why are investors looking for gender-related opportunities?

*(Select all correct answers)*

- I. For higher financial performance
- II. To access untapped markets
- III. To enhance climate-related impacts of investments
- IV. To prevent men from accessing leadership positions
- V. To diversify their portfolios



# BEING TRANSPARENT ON GENDER EQUALITY PROGRESS

# COMMUNICATE

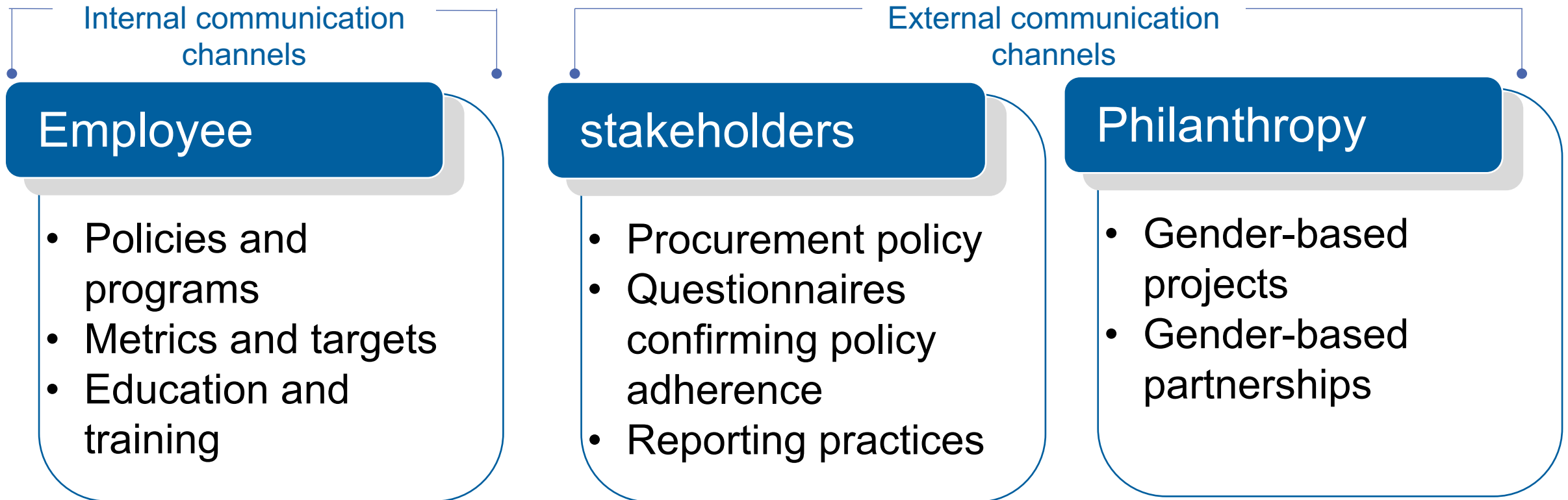


## INTERNAL STAKEHOLDERS

Informing your organization – ensuring effective internal communication

## EXTERNAL STAKEHOLDERS

# COMMUNICATION CHANNELS



To read more about this see **Section 3.3.3** of the [SSE Guidance on Gender Equality](#)

# WEPs in Action

## Gender Action Plan

A roadmap for gender equality and women's empowerment

### Why should your organization have a gender action plan?

To correct past & present forms of inequality and prevents any future recurrence

To ensure all company strategies, policies, programmes & activities are gender responsive.

To deepen the understanding of gender equality among all stakeholders

To track progress in real time to assess where it stands on gender equality

# WEPs in Action

## Steps of creating a Gender Action Plan

Establish goals – guided by the seven Principles to meet the vision of the company.



Create measures/activities – that will be implemented to reach the goals.



Set a baseline – to monitor improvement.

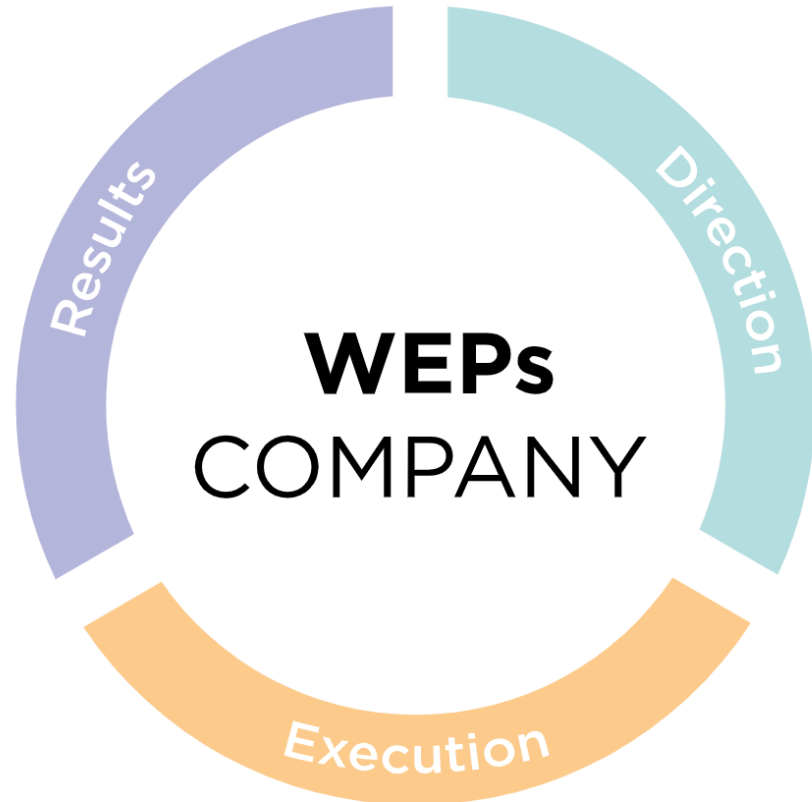


Set targets and a timeline – to measure progress against milestones over time.



Appoint an owner – to be accountable for monitoring progress and results

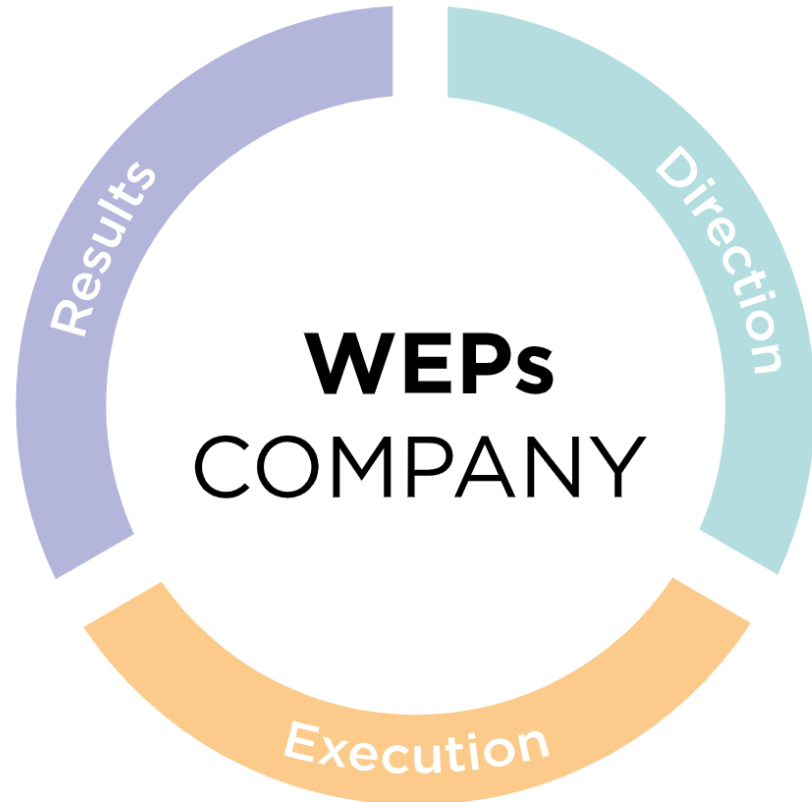
# WEPs in Action



## Things to consider

- Is your goal specific?
- Can you measure progress towards that goal?
- Is the goal realistically attainable?
- How relevant is the goal to your organization?
- What is the timeline for achieving this goal?

# WEPs in Action



- Clear targets and supported by practical implementation guidelines
- Communicate regularly to all employees and stakeholders to ensure that they are aware of the action plan and related activities
- Share progress on implementation in the company's annual, ESG and sustainability reports.
- Continue to engage internal and external stakeholders



# COMMUNICATE



**INTERNAL  
STAKEHOLDERS**

**EXTERNAL  
STAKEHOLDERS**

Disclosure guidelines – what and how to make public

# 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.

Does your company disclose gender-related information through one (or more) of these mechanisms?

- I. CSR / ESG / Sustainability report
- II. Annual financial report
- III. Gender pay-gap report
- IV. All of the above
- V. None of the above
- VI. I am not sure

# Holistic reporting package

## INVESTOR FOCUSED

Financial  
accounting



Sustainability-  
related  
financial reporting



## MULTI- STAKEHOLDER FOCUSED



# WHERE TO DISCLOSE DIFFERENT INFORMATION

Annual financial reporting package

## Financial Statements

- ❑ Assets,
- ❑ liabilities,
- ❑ Equity,
- ❑ Income,
- ❑ Expenses,
- ❑ Cash flows, etc.

## Sustainability-related financial disclosures

- ❑ Information to assist in the interpretation of financial statements or improves users' ability to make better economic decisions
- ❑ Financially material risks/opportunities related or unrelated to the impact of the reporting entity's activities

## Sustainability Report

- ❑ Impact on the economy, environment and people
- ❑ Philanthropy
- ❑ Additional explanations for specific stakeholders

Informs

Supports

# ISSB Guidelines

Theme	Item
Governance	<ul style="list-style-type: none"><li>• The governance body</li><li>• The management's role in governance processes</li></ul>
Strategy	<p>The strategy for managing sustainability-related risks and opportunities impacting:</p> <ul style="list-style-type: none"><li>• the company's prospects</li><li>• the business model and value chain,</li><li>• strategy and decision-making,</li><li>• financial position, performance and cash flows,</li></ul>
Risk management	<ul style="list-style-type: none"><li>• Identification, assessment and prioritization of sustainability-related risks</li><li>• Overall risk profile</li><li>• Monitoring of risks</li></ul>
Metrics and targets	<ul style="list-style-type: none"><li>• Metrics used to illustrate progress and monitoring of sustainability-related risks and opportunities</li><li>• Targets to show goals and regulatory requirements that need to be met</li></ul>

# GRI 2 Gender-Related Standards



2-7

Employees (broken down by gender and region)

2-9

Governance structure and composition

2-23

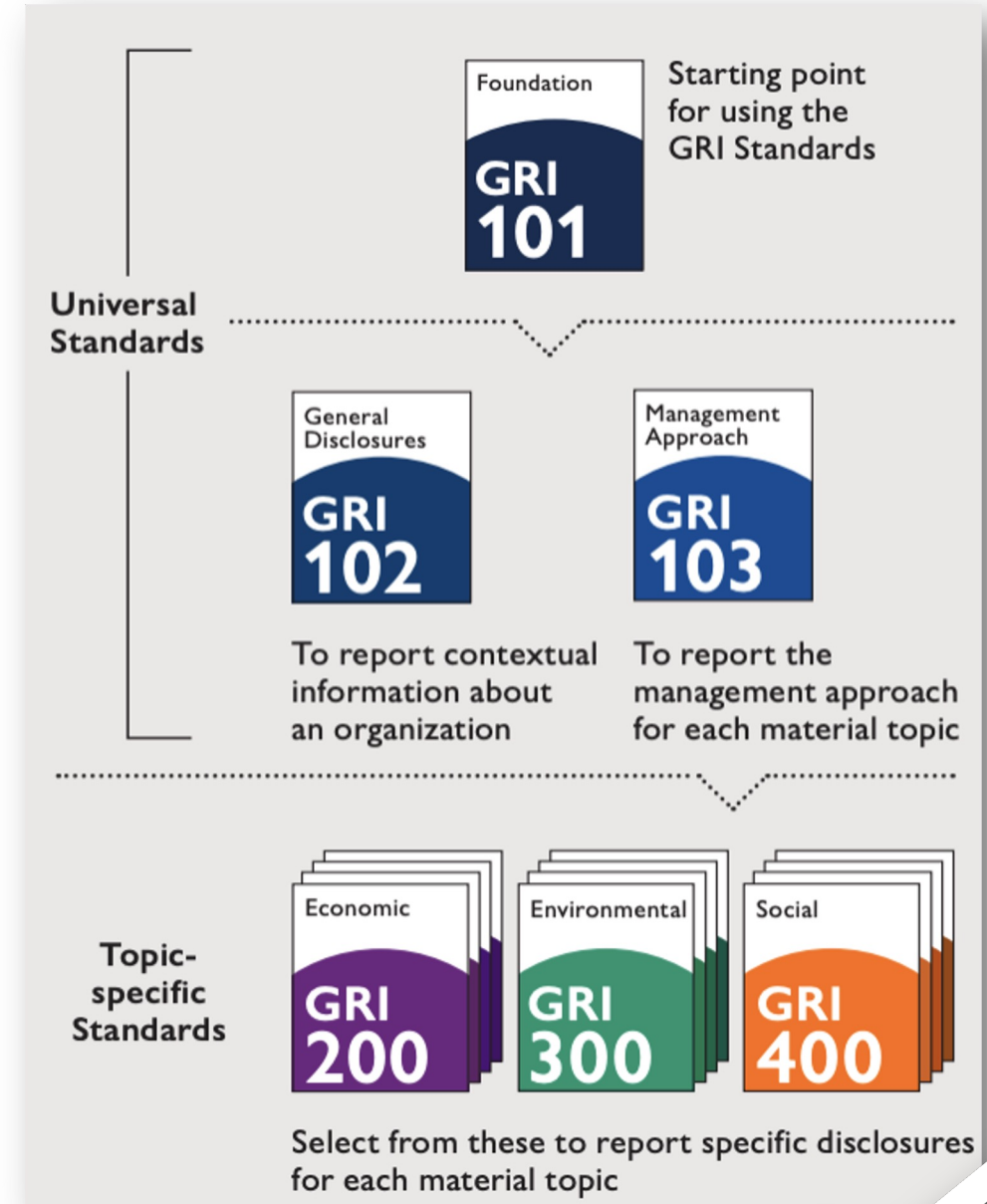
Policy commitments

2-29

Approach to stakeholder engagement

# GRI 400

- **GRI 405:** Diversity and Equal Opportunity
- **GRI 406:** Non-discrimination
- **Reporting requirements:** The reporting organization shall report its management approach for diversity and equal opportunity using [GRI 103: Management Approach](#).



# EXAMPLE DISCLOSURE: Governance

Our KPIs give our Board and management a clear sense of where we are and where we need to improve.

## Measuring the success of our strategy

We monitor the success of our strategy through operational, financial and non-financial key performance indicators (KPIs). These KPIs give us a crucial insight into our business performance and the progress being made towards our strategic intent.

Our selected KPIs help us to communicate the Group's strategy across all levels of the organisation, and form part of our governance and performance management process.

## Ensuring our KPIs are meaningful and responsive

Source: [Airtel Annual Report 2023](#).

Further, our non-financial performance KPIs linked to our sustainability strategy are scope 1, 2 and 3 GHG emissions, energy consumption, population covered and gender diversity.

We review our operational, financial and non-financial KPIs regularly to ensure that they are aligned with our strategy and organisational goals.

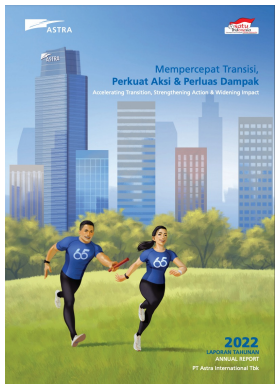
- » For more information about our sustainability KPIs, see [page 38](#)
- » See definition and reconciliation of our alternative performance measures on [pages 87-88](#)

## Linkage with remuneration

We review our remuneration-linked KPIs every year to ensure these are



# EXAMPLE DISCLOSURE: Strategy



## PEOPLE ROADMAP

Astra employees form the backbone and key success factor that determines the overall success that Astra can achieve. In the People Roadmap, Astra 2030 Sustainability Aspirations involves Employee and Board Diversity & Inclusion, which is supported by the flagship initiative Astra for Everyone with programs related to diversity, equality, and inclusion, focusing on gender.

Human Capital (HC) Development in 2022 covers three focus areas, which are to build an agile organization, develop passionate and energetic leaders so as to be able to navigate the organization in facing business challenges as well as carry out the culture of continuous improvement and innovation to maintain Astra's relevancy in the era of disruptions.

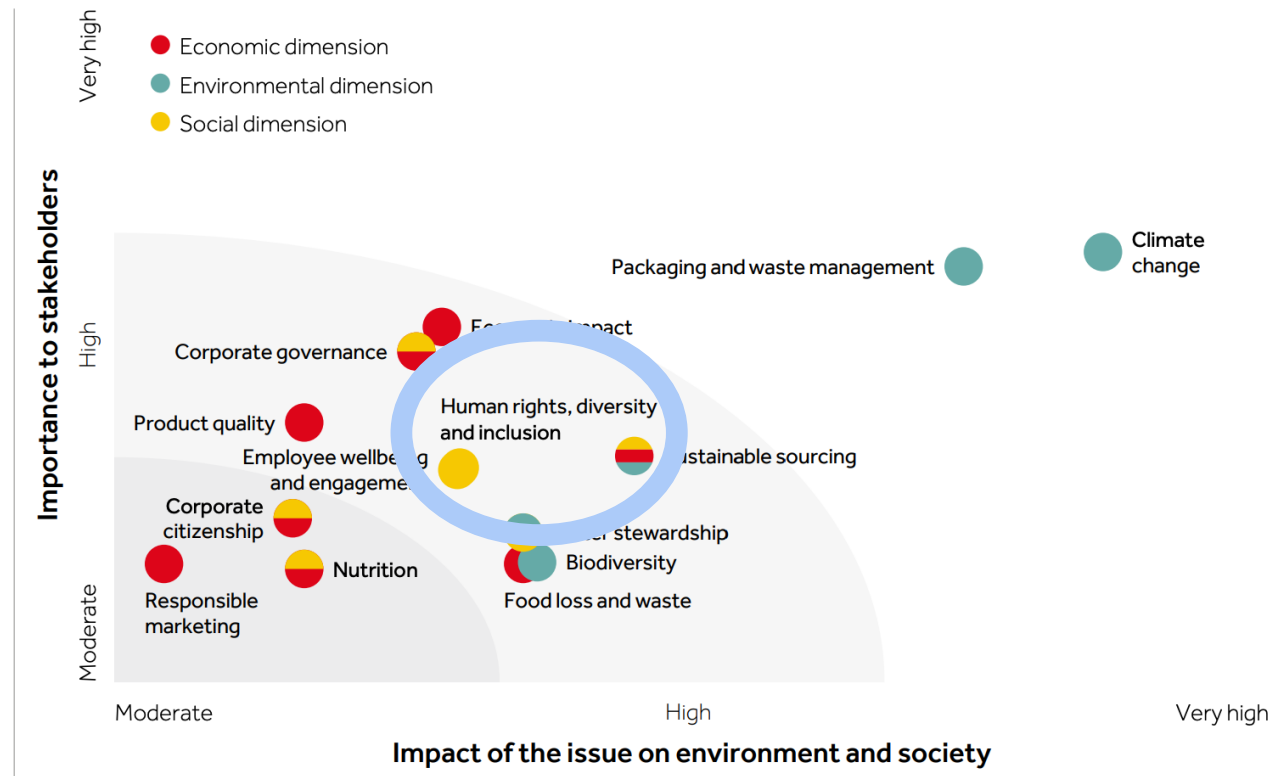


### People Roadmap:

6. Champion actions to support employee diversity and inclusion, focusing on gender;
7. Achieve group-wide zero workforce fatalities and 60% reduction in lost time injury rate;
8. Champion actions that support board and executive leadership diversity and inclusion, focusing on gender;

# EXAMPLE DISCLOSURE: Risk Management

## 2022 Materiality matrix



To assess inward impacts, we use our annual materiality survey, but also investor-driven frameworks such as the Sustainability Accounting Standards Board (SASB), insights from regular calls with investors, our risk management process, including climate scenario analysis, and input from our markets and business units. Our assessment of material outward impacts is presented in the horizontal axis of the materiality matrix, and in the 2022 GRI Content Index.

# EXAMPLE DISCLOSURE: Metrics / Targets

## WOMEN'S REPRESENTATION IS GROWING ACROSS DIFFERENT LEVELS OF RESPONSIBILITY AT CEMEX

### Global Workforce

**16%** of Cemex's workforce is comprised of women, a **50%** increase from our 2015 baseline, and the highest percentage in our industry.

### Senior Management

Our goal is to achieve **30%** representation of women in senior management positions globally by 2030, up from **13%** in 2022.

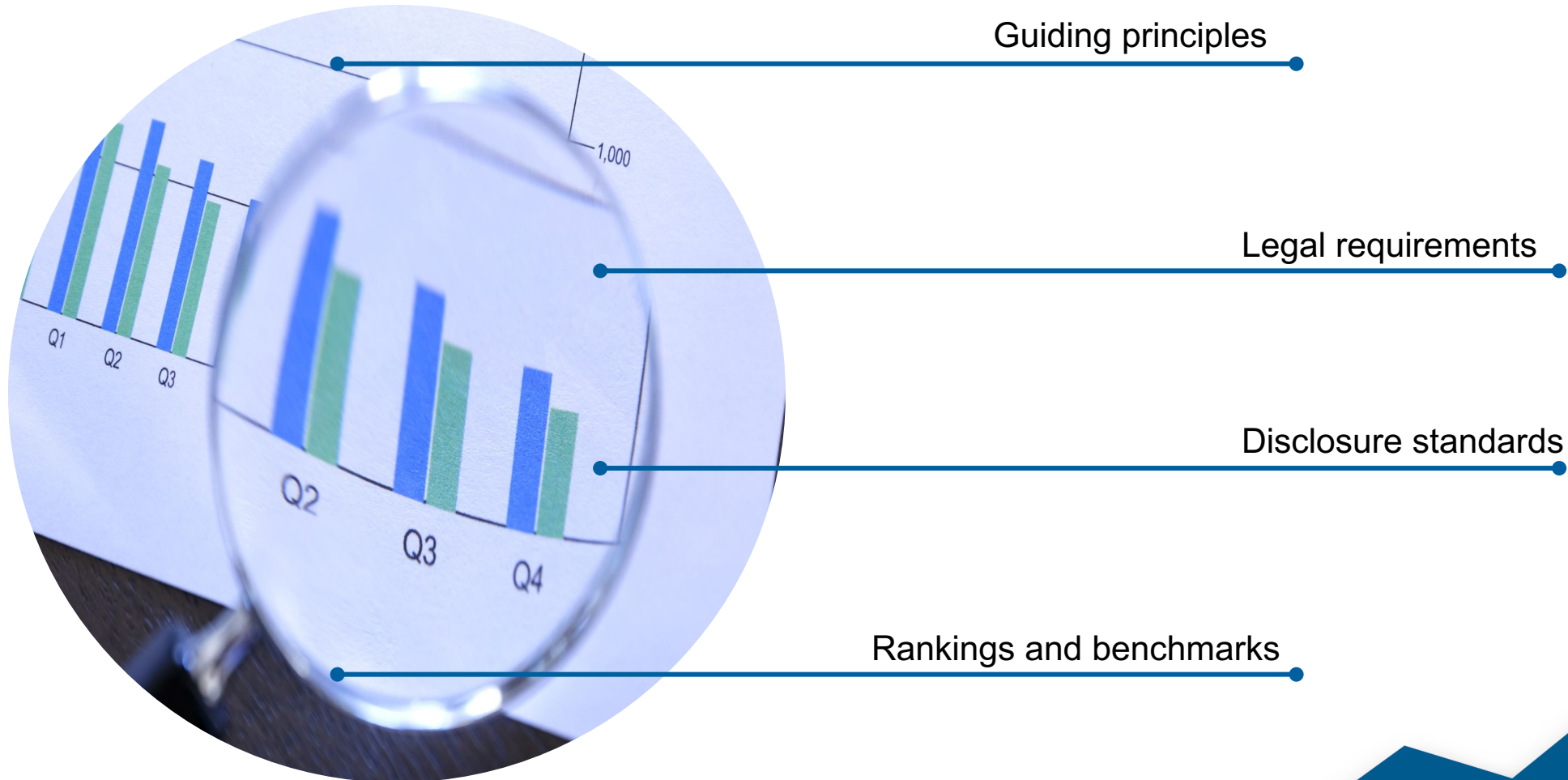
### Operations

Growth in the number of women in operational jobs during 2022.

**2X in SCA&C**

**2X in Mexico**

# DISCLOSURE GUIDELINES TO CONSIDER





# GUEST SPEAKER

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



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