

SSF Survey  
Report Launch: Gender Lens  
Investing Insights

9 June 2022



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## Gender inequality: the global perspective



### KEY NUMBERS

- Women account for **49.6%** of the world population, yet control only **32% of global wealth**, rising to **USD 93 trillion by 2023**.
- The World Economic Forum estimates **276 years** to close the global **gender pay gap**
- Only **28% of managerial positions** are held by women globally (3% increase in the last 20 years)
- Women hold only **26% of national parliament seats**

**Source:**

See GLIS article in the Swiss Sustainable Investment Market Study 2022

# Gender inequality: the Swiss perspective

## SWISS LAW SUPPORTING GENDER EQUALITY

**Federal Constitution: Article 8 Paragraph 3 on gender equality (1981)**

**Gender Equality Act (1996)**

- Promotes equal opportunities and pay, anti-sexual harassment policies in workplaces

**2030 Gender Equality Strategy (28 April 2021)**

- The **Federal Office for Gender Equality (FOGE)** in charge of the implementation action plan
- Provides CHF 3 million to GEA initiatives every year

## ROOM FOR IMPROVEMENT

Switzerland ranks amongst the laggard countries in Europe when it comes to female participation in government and **gender equality in business**

*Source:*

Swiss Sustainable Investment Market Study 2022

# Rational for Gender Lens Investing

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## SDG 5

- OECD estimates that gender equality is the **third least** supported **SDG**. UN estimates **100 years to achieve SDG 5**.
- **Spill-over effect**: women reinvest 90% of their income into their communities
- **Empowering women** will lead to increase in school attendance, equalize the gender pay gap, and increase national GDPs

## BOTTOM LINE ADVANTAGE

- Companies in the top quartile of gender diversity in executive teams are 21% more likely to outperform the market on **profitability**
- Studies shown that women in leadership positions **improves ESG** performance
- Women-owned businesses help improve **competitiveness** and in accessing new markets

*Source:*

GLIS 2021 Annual Report

# What is Gender Lens Investing (GLI)?

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## DEFINITION

The incorporation of **gender considerations** into **financial analysis** to obtain **better outcomes** for investors, businesses, and societies

## APPROACH

- Investing with the intention of addressing gender issues or promote gender equity
- Supporting investment decisions by either:
  - Focusing on gender throughout the whole investment process
  - Choosing a strategy that examines a company's intention to address gender issues

*Source:*

GLIS Annual Report 2021

## Industry trends

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116

Gender Lens impact funds currently fundraising

86

Gender Lens asset managers currently fundraising

49%

Growth of GLI Funds from 2020 to 2021

### 2X – DFI ACHIEVEMENTS

- USD 11.4 billion mobilized by the 2X Challenge in 2018-2020
- Incl. USD 4.5 billion committed in emerging markets
- USD 15 billion target set for 2021-2022

**Sources:**

Phenix Capital - Impact Report, September 2021 ;

GenderSmart - Project Sage Report 4.0, December 2021



## The Swiss Contribution

### SWISS GENDER LENS INVESTORS

22

GLI Investment Products – 20 in EM

4.9

USD billion in AUM

1.6

USD billion in AUM for the UBS ETF on Global Gender Equality

### GLI IN PRACTICE

- Women-owned businesses or significant women representation in **leadership** – CH 4<sup>th</sup> lowest in EU
- Businesses committed to a gender-equitable **workforce** – 20% publish pay gap, 0 have closed it
- Businesses committed to gender-inclusive **value chains**
- Businesses designing **products or services** that consider the distinct needs of women as consumers
- Businesses ensuring their **activities do no harm** to women in their community

#### GLI Criteria:

2X Challenge, Equileap, EDGE certification, UNDP Gender Equality Seal, UN Women



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# The Gender Lens Initiative for Switzerland (GLIS)

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## MISSION

To enhance Switzerland's contribution to SDG 5, the GLIS aims to mobilize more capital from Swiss-based institutions for gender lens investing.

## APPROACH

- Establishing industry **standards** and advocating for their adoption and implementation in Swiss Institutions
- Completing and disseminating **market research** related to gender lens investing in Switzerland
- Promoting and raising **awareness** of financial innovation and products with a gender lens, as well as SDG 5 more broadly



HOST



**SFG**

Established in 2008, Sustainable Finance Geneva (SFG) is a member-based, non-profit organization dedicated to promoting sustainable finance.

CHAIR



**Tim RADJY**  
*Chairman*  
AlphaMundi Group Ltd.

VICE CHAIR



**Sarah DJARI**  
*Principal, Private Equity, Financial  
Services & Fintech*  
responsAbility Investments AG

## Structure

### COMMITTEES

The GLIS has formed 2 committees of experts:

- **Investment Solutions Committee (ISCO)** for financial innovation
- **Academic Research Committee (ARCO)** for market research



David Uzsoki



Maria Vogt



Olga Miler



Tim Radjy



Anina Hille



Rajna Gibson



Jessica Espinoza



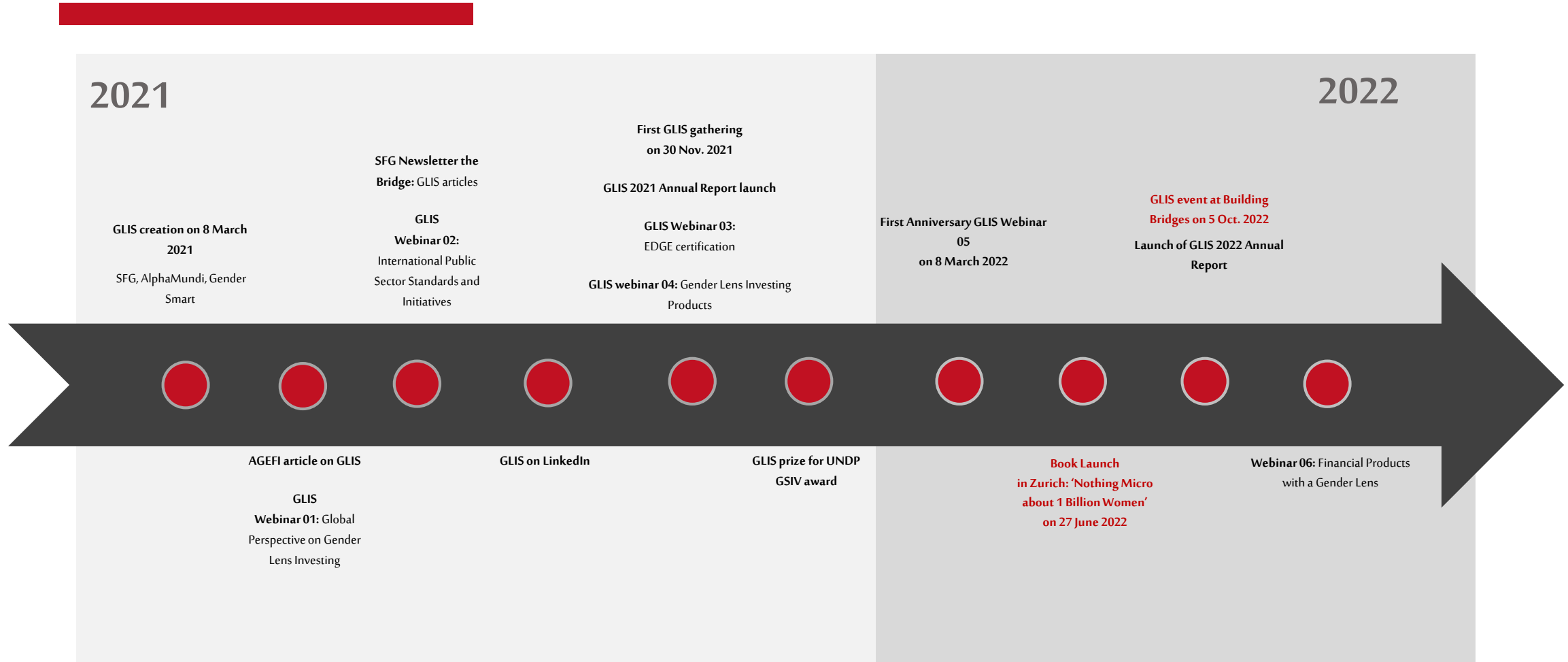
Vanina Farber



Alexandra Niessen-Rünzi

Want to get involved in the GLIS? Contact Kali Taylor at [k.taylor@sfgeneva.org](mailto:k.taylor@sfgeneva.org)

# Then and now



## 2022 Work Program

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### STANDARDS



- Help 2X develop a gender lens label for financial products due for launch in 2023

### INNOVATION



- Screen & showcase GLI products across asset classes, regions, themes

### MARKET RESEARCH

- **Helping Tameo include gender considerations in their annual survey** of impact fund managers due for publication by October
- **Looking for partners to roll out surveys** (gender balance in financial institutions, hurdles for women investors) to gather Swiss market data
- Publish the **annual GLIS report in October** with the latest industry insights up to 30 June 2022

### AWARENESS

- Article in the annual Swiss Sustainable Investment Market Study released on 9 June 2022
- Webinars
- Networking events
- Articles in the SFG newsletter
- 2.5h session in the plenary room of Building Bridges in Geneva on 5 October