

GENDER EQUALITY

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INTRODUCTION

Women comprise half the population of our world, and, therefore, represent half its potential.

But when a girl grows up in one of the world's poorest countries, she is far less likely to have been educated than her brother is. And when she grows up to be a poorly-educated woman, she often works in the home, or in some form of informal and vulnerable employment. That we must change. For if the woman is offered proper employment, she is more likely to use her wages to lift her family out of poverty. This means that giving a woman a job triggers a long chain of positive effects,

for society, for the prospects for peace and for democracy. In this way, we can reverse generations of living in poverty.

If we increase the number of women at all levels in the company, this increases the company's ability to make a profit. And if we can help create greater equality in this way throughout a country, it is highly likely that growth will increase in that country. When a large number of women in a country are given work, poverty is reduced and the country benefits from greater social fairness. This brings it a step nearer to sustainable development. That is what makes equality so important to us.

Promoting equality for women can add USD 12 trillion to global growth¹.

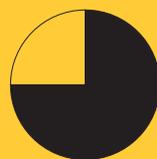


Florence Kimanathi,
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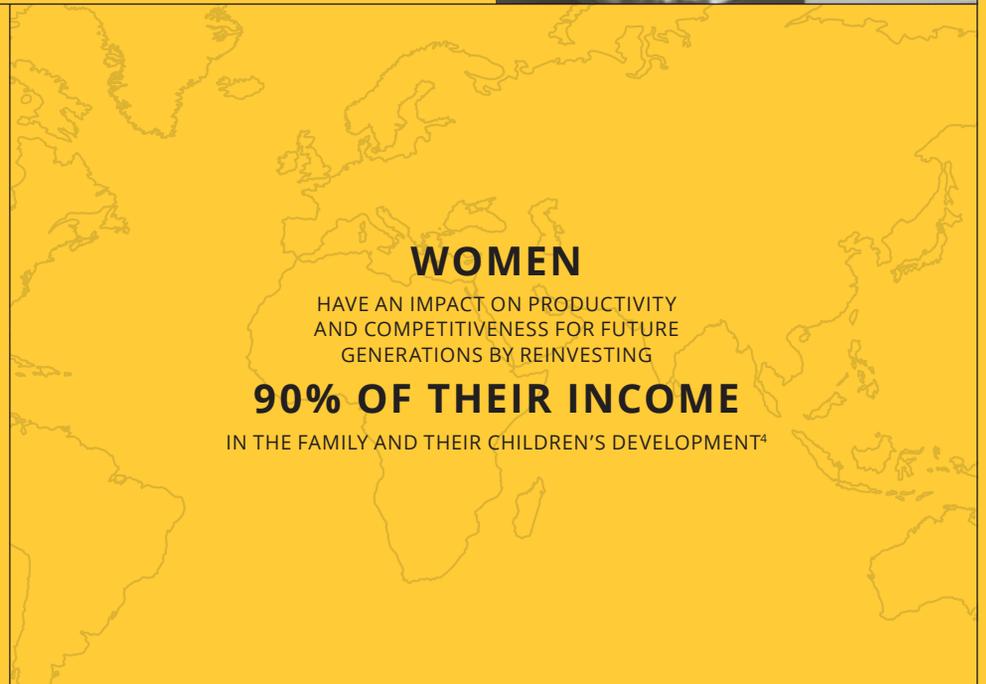
DATA



50% OF EMPLOYED WOMEN IN THE WORLD ARE IN VULNERABLE EMPLOYMENT, OFTEN OUTSIDE THE PROTECTION OF LABOUR LEGISLATION²



75% OF ALL UNPAID WORK IN THE WORLD IS CARRIED OUT BY WOMEN³



WHAT SWEDFUND DOES

THROUGH INVESTMENT:

- ▼ Swedfund invests in companies which have employing women as an explicit goal.
- ▼ We invest in banks which focus on lending to women-owned or women-managed SMEs.
- ▼ In our Due Diligence in preparation for an investment, we analyse the company's approach to equality such as the availability of parental leave, equal pay for equal work and non-discrimination. We start from the ILO's core conventions and the ILO's basic terms and conditions of employment.
- ▼ Through Women4Growth, a talent development programme for women employed in our portfolio companies, we make targeted interventions to strengthen

them in a professional role and to further develop them to achieve leading positions.

WE MEASURE RESULTS:

- ▼ We set requirements and constantly measure key ratios linked to compliance with the ILO's core conventions and the ILO's basic terms and conditions of employment.
- ▼ We measure:
 - 1) Compliance with the ILO's core conventions and basic terms and conditions of employment.
 - 2) Equality in the form of proportion of women
 - a) among employees
 - b) in leading positions
 - c) on the Board of Directors

In this way, we highlight women in our data. We know that what is measured, is visible. And highlighting facts is the start of change!

SUSTAINABLE DEVELOPMENT GOALS IN FOCUS THROUGH OUR WORK:

- ▼ SDG 5.1: End all forms of discrimination against all women and girls everywhere.
- ▼ SDG 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

GOVERNING POLICY & RESPONSIBILITY:

- ▼ Sustainability policy
- ▼ The Directors of Investment Operations