

Ring the Bell for Gender Equality 2019

Communication of Gender Equality Pledges

This year, in addition to ringing the bell in celebration of International Women’s Day, we are asking all participating exchanges to take concrete action to improve gender equality in their markets. These pledges will be promoted widely by the organizing partners and featured at global events planned for International Women’s Day. These pledges will help to showcase the progress towards gender equality in the financial sector.

Please confirm your participation through one or more of the following options and provide a short description in the details box at the end of this page.

Sign the CEO Statement of Support for the [Women’s Empowerment Principles \(WEPs\)](#). The WEPs are a set of 7 Principles that offer guidance on how to empower women in the workplace and community. Over 2,000 businesses have endorsed the WEPs. For more information please contact [Meral Guzel](#) and [Sadhvi Saran](#).

Promote gender equality among your workforce. Make an internal commitment to advance gender equality within your stock exchange; this could include conducting a firm-level gender assessment; establishing a women’s leadership program; make a commitment to board diversity; ensuring that anti-sexual harassment mechanisms are effective, or supporting adequate family leave and childcare policies. For concrete examples of company action on implementing the WEPs, please refer to UN Women knowledge product [here](#). Findings from the IFC-World Bank [SheWorks](#) project can provide additional insights, as well as [IFC’s training](#) for women in business leadership.

Introduce gender equality standards and support gender-equality themed investment products. Consider partnering with investors, pension funds, banks, and other financial institutions, as well as non-profit organizations or government agencies to develop these products.

Provide guidance, training, mentoring, and education to market participants on gender equality and the role of gender diversity in business performance. This may include offering training for women in for senior management roles (see IFC’s training program for women on boards and business leadership), and urging business to use the [WEPs Gender Gap Analysis Tool](#) - a free, confidential self-assessment tool that helps companies identify and address the gaps in their gender equality performance.

Encourage or require listed companies to report on relevant gender metrics. This could include board / management composition, parental leave, return rates, pay parity, and turnover rates by gender. The [SSE’s Model Guidance on Reporting ESG Information](#) is an excellent starting place. Exchanges can also encourage listed companies to join the [UN Global Compact](#), which supports participants to report annually on their corporate sustainability performance across the Sustainable Development Goals.

We are interested in making a pledge but require further support. Please select this option and an SSE team member will be happy to support you.

This year we will not be making a commitment. Please provide your feedback in the details box below.

KEY STATISTICS TAKEN FROM SSE GENDER REPORT

Global Problems:

- Women take home 1/10 of global income, while accounting for 2/3 of global working hours;
- Girls and women have equal access to education in only 25 countries;

Leadership Representation: According to global [surveys conducted by Deloitte](#) in 2017, the average representation of women in the leadership was found to be:

- 24% in senior management; 15% on boards;
- 4% having a female chairperson; 4% having a female CEO.

Pay parity and Parental Leave:

- In a study published by the World Economic Forum of the largest companies in 20 OECD countries, 72% reported that they do not monitor salary gaps between women and men in their companies;
- Only 34% of working women have access to paid maternity leave, and while paternity leave trends are improving, they are even lower than of maternity leave.

The Business Case:

- Companies with at least one female director had better share price performance and return on equity, and companies with more than one woman on the board return 3.7% a year over those that have none. Another showed that having at least 30% of women in leadership positions added 6% to net profit margin.
- The finance gap of women-owned SMEs in emerging markets is about \$1.5 trillion (IFC)

STOCK EXCHANGES EXAMPLES

Nairobi Securities Exchanges (NSE) - Kenya

Signatory to the WEPs since 2016, NSE Kenya has worked with a number of its listed companies towards greater gender equality at board and senior management levels. In line with this objective, the NSE has established a Leadership and Diversity Dialogue Series, which focuses on various aspects of leadership and diversity in relation to company performance. The series includes engagement of chairpersons, chief executive officers, company secretaries and senior directors. Through structured engagement, the leaders of listed firms have an opportunity to interact in a closed-door environment in which they share experiences; raise challenges faced; and together determine the role the NSE can play in supporting the firms in reaching their board diversity aspirations.

Bolsa Brasil Balcão (B3) – Brazil (formerly BM&FBOVESPA)

Signatory to the WEPs since 2017, B3 has developed a range of education programmes for women, through its educational institute, which are offered to high potential entrepreneurs, C-level executives, members of boards and shareholders from non-listed companies. Similarly, some issuers on the ISE – The Corporate Sustainability Index – have strong policies or programmes on gender equality. These typically include meetings, training and events to empower female talent. Some also support social projects to strengthen gender equality, reinforce fundamental rights and combat discrimination. Within the ISE, there's also a questionnaire for companies to respond to a range of questions pertaining to gender and diversity.

See more examples [here](#).