



THE WOMEN EFFECT – INVEST DIFFERENTLY

March 8th – #IWD2017 – International Women's Day

[#BILwomeneffect](#)

Tiime




Equilibre


Luxembourg Microfinance
and Development Fund



Sarah Khabirpour

Strategy, Regulatory Affairs & MarCOM, BIL



**Luxembourg Microfinance
and Development Fund**



Hedda Pahlson-Moller

Business Angel, Impact Investor

OMSINT/TIIME

Happy International Women's Day! #IWD2017



Happy Birthday BIL!



Gender Lens Investing

The Luxembourg Story



Some "Lenses" of "Gender Lens" investing...

WORKING TO
DISMANTLE
STRUCTURAL
GENDER
INEQUALITY

DEMONSTRATING
GENDER
EQUALITY/ PARITY

ADDRESSING
URGENT HUMAN
RIGHTS OR
SOCIAL JUSTICE
ISSUES

WOMEN LED
ORGANISATIONS

OFFERING
PRODUCTS &
SERVICES
POSITIVELY
IMPACTING
WOMEN & GIRLS



Mathias Terheggen

Managing Director, EDGE



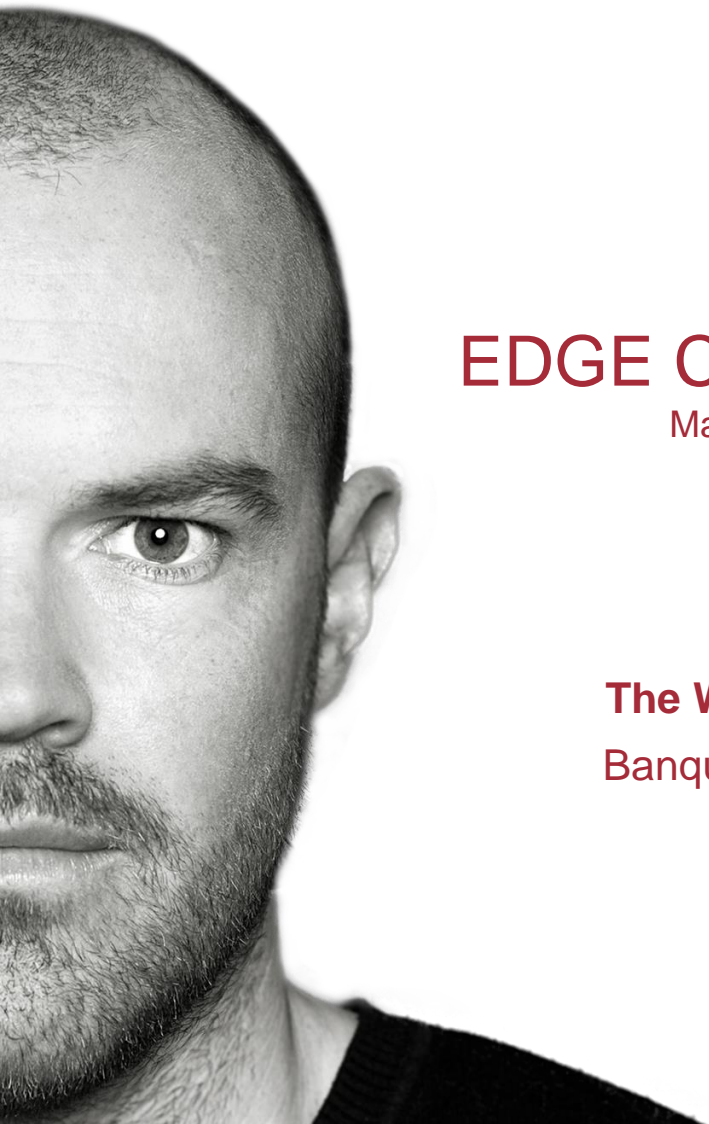
EDGE CERTIFIED FOUNDATION

Mathias Terheggen, Managing Director

The Women Effect – Invest Differently

Banque Internationale à Luxembourg SA

March – 2017



GENDER EQUALITY MATTERS - FOR SOCIETIES

Closing the gender gap is sustainable human development and enormous economic potential

UN SDG #5
aspires to
“achieve gender
equality and
empower all
women and
girls”
by 2030



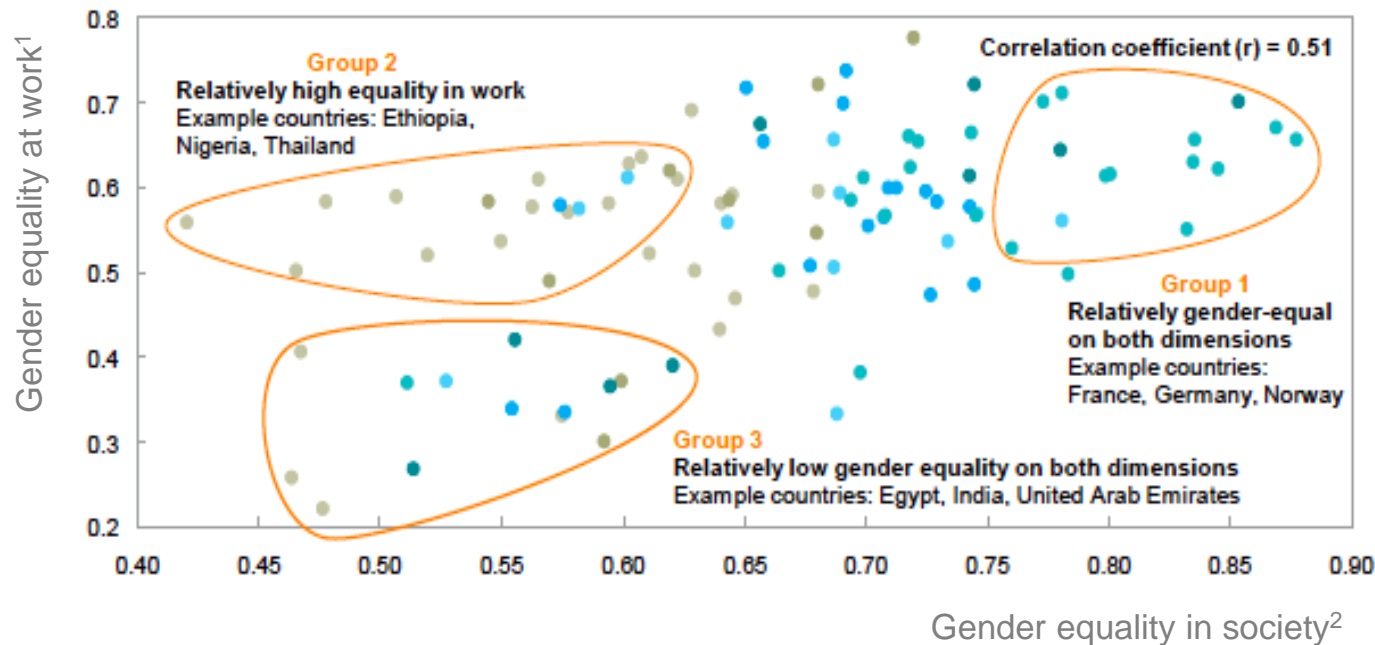
Jeff Mohr, A toolkit for mapping relationships among the SDGs

Not closing the gender gap will result by 2025 in loss of \$12 to 28 trillion of economic potential, or by then 11 to 26% of the Global GDP!*

WORKPLACES MATTER FOR GENDER EQUALITY

Research strongly links GE in society, attitudes and beliefs about the role of women, and GE in the private sector*

Correlation between Gender equality in society and gender equality at work



There are
“*Virtually no countries with high gender equality in society but low gender equality in the workplace*”

¹Laborforce participation, professional/technical jobs, perceived wage gap for similar work, leadership positions, unpaid care work

²Essential services and enablers of economic opportunity, legal protection and political voice, physical security and autonomy

AND GE MATTERS FOR WORKPLACES

There are economic dividends for more equal and inclusive work environments

The opportunity

- ✓ Deeper internal and external talent pool
- ✓ Positive correlation with company's financial performance
- ✓ Critical leadership skills and higher performing groups
- ✓ Consumer market access

The resulting need

- ✓ GE as part of business strategy
- ✓ Analytical transparency and accountability...
- ✓ ...and experience of the benefits

This is what the EDGE
Assessment and Certification
System is built for



EDGE ASSESSMENT METHODOLOGY

Rigorous analysis informs organization's gender equality strategy and priorities

Areas of Assessment

Strong **gender balance** at all levels of the organization

Gender **pay equity**

Effective policies and practices to ensure equitable career flows for women and men

An **inclusive culture** as reflected in employees high ratings – men and women – in terms of their career opportunities

EDGE Certification[®]

Organizations are certified to one of three levels that demonstrate:



ASSESS

Commitment to measure and take action to close identified gender gaps



MOVE

Action and measurable progress towards more gender equal workplace



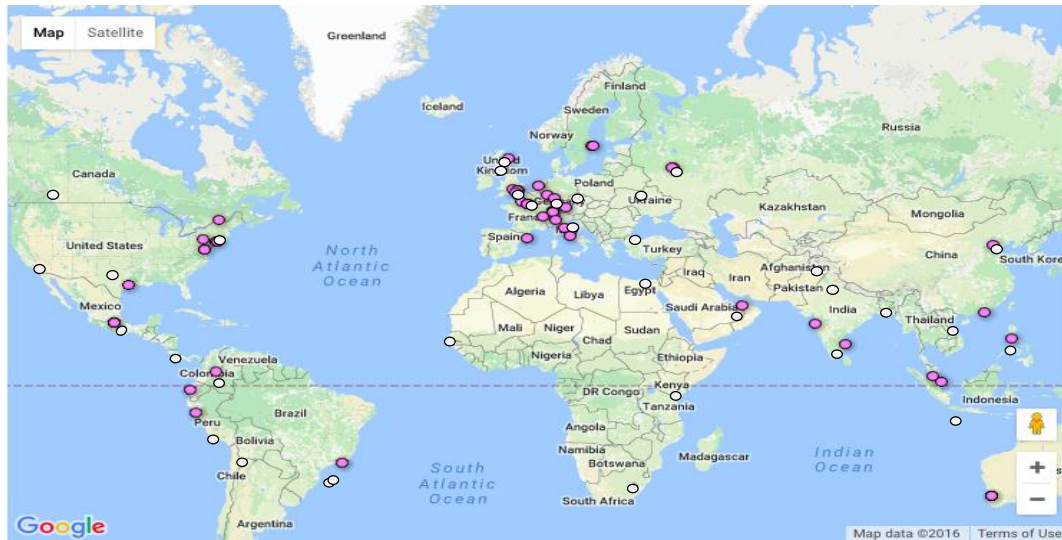
LEAD

Excellence in all areas of assessment and continued improvement



EDGE CERTIFICATION TODAY

Globally accepted by many organizations as standard for gender equality in the workplace



EDGE works as proven by its clients' across countries and industries

- ✓ >160 organizations (over 4 million employees) and many more in the process
- ✓ in >46 countries globally - north and south
- ✓ in >22 industries
- ✓ Leading GE certification distinguished by its
 - ✓ scientific foundation and rigor
 - ✓ fully independent certification process
 - ✓ global applicability and sector-independence

LOMBARD ODIER
LOMBARD ODIER DANIEL HEINTSCH

IFC
International Finance Corporation
WORLD BANK GROUP

Deutsche Bank

CEPD N.V.
Corporation of European
Parametric Distribution

Allianz

adelca
Acería del Ecuador

Technip

IKEA

Pfizer

Holcim

SAP

Wilson Center

L'ORÉAL

danper
Asociación Sindical de Regatantes

STELLA McCARTNEY

helo

ELSEVIER

ZURICH

MYCRONIC

WORLD BANK GROUP

cofece

Comisión Federal de Competencia Económica

ELSEVIER

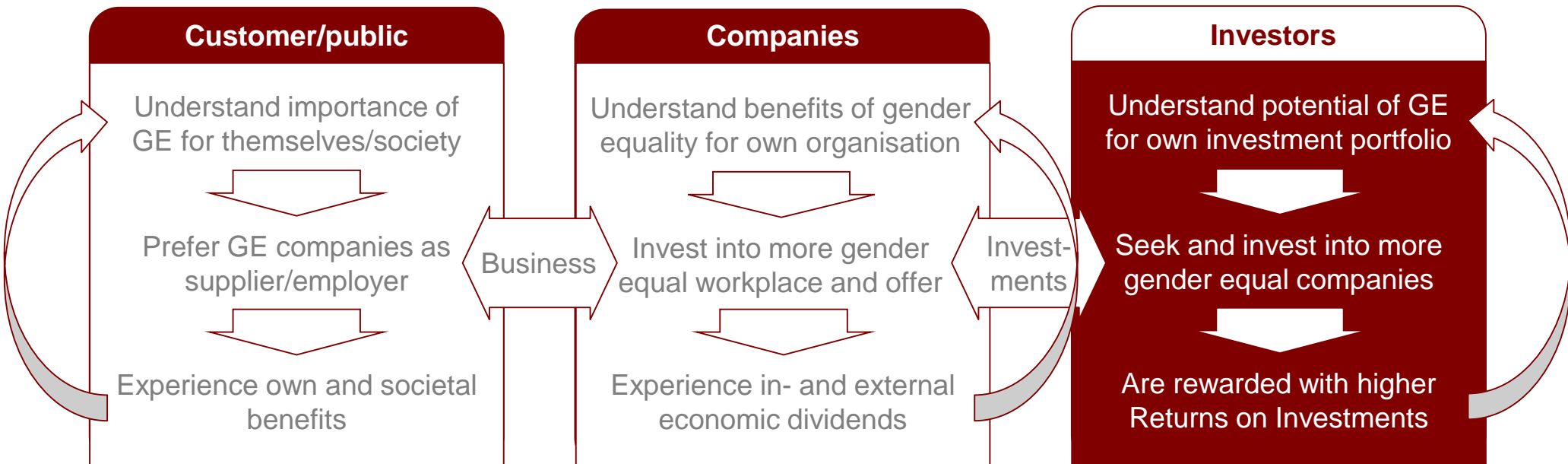
ZURICH

MYCRONIC



THE IMPORTANCE OF GENDER LENS INVESTORS

Investors incentivize behavioral change in organizations through their investment decisions



Fostering gender equal work environments is comprehensively beneficial and catalytic to companies' economic performance

Workplace gender equality can be measured and there is a global standard

Gender equality strategy and implementation demands the same business rigor as any other business topic

Diversity drives performance

Public companies with a higher proportion of women leaders enjoy 46% higher ROE and 51% EBIT margin
(McKinsey and Company)

Women led private tech companies see 35% more in ROI and 12% increases in revenue with 33% less capital
(Kauffman Foundation)

Companies with greater board diversity display excess stock market returns when adjusted for sector bias. They exhibit higher returns on equity, higher valuations & higher payout ratio.
(Credit Suisse)

Diversity rules



Gender Lens
Investing

Gender Complementarity

Gender Blind -> Gender Positive



LE GOUVERNEMENT
DU GRAND-DUCHÉ DE LUXEMBOURG
Ministère de l'Égalité des chances

Simone Gruhlke-Geimer

Min. de l'Égalité des chances



THE GOVERNMENT
OF THE GRAND DUCHY OF LUXEMBOURG
Ministry of the Economy

Sasha Baillie

Ministry of Economy

1535°
CREATIVE HUB DIFFERDANGE

Tania Brugnoni

Project Director



Stéphanie Damgé

Director



**Luxembourg Microfinance
and Development Fund**

Women Effect - Invest Differently

Investing with a gender lens



**Luxembourg Microfinance
and Development Fund**

Kaspar Wansleben

Executive director, LMDF

A strong vision to do reduce poverty through entrepreneurship

Vision

LMDF aims to contribute to the alleviation of poverty by supporting organisations that empower people and stimulate entrepreneurship, with a particular focus on the most excluded. The Fund facilitates access to responsible finance by building sustainable links between investors, microfinance institutions and ultimate beneficiaries.

Strong focus on global poverty!

Helping people help themselves...

Offering investors a new investment product...

Mission to balance interests of shareholders & micro-entrepreneurs

Mission

In order to realize its Vision, LMDF:

- Constitutes an attractive investment proposition by balancing stable financial returns to investors with the provision of responsible financial services to the poor.
- Specializes in facilitating the growth of promising emerging microfinance institutions which address the financial needs of marginalized communities and individuals in developing countries.
- Enables the development of micro-entrepreneurs in areas where unmet needs are largest, particularly among women, youth and rural populations.
- Is accessible to public, institutional and retail investors and is accountable for reaching both social and financial objectives, and transparent in its reporting.

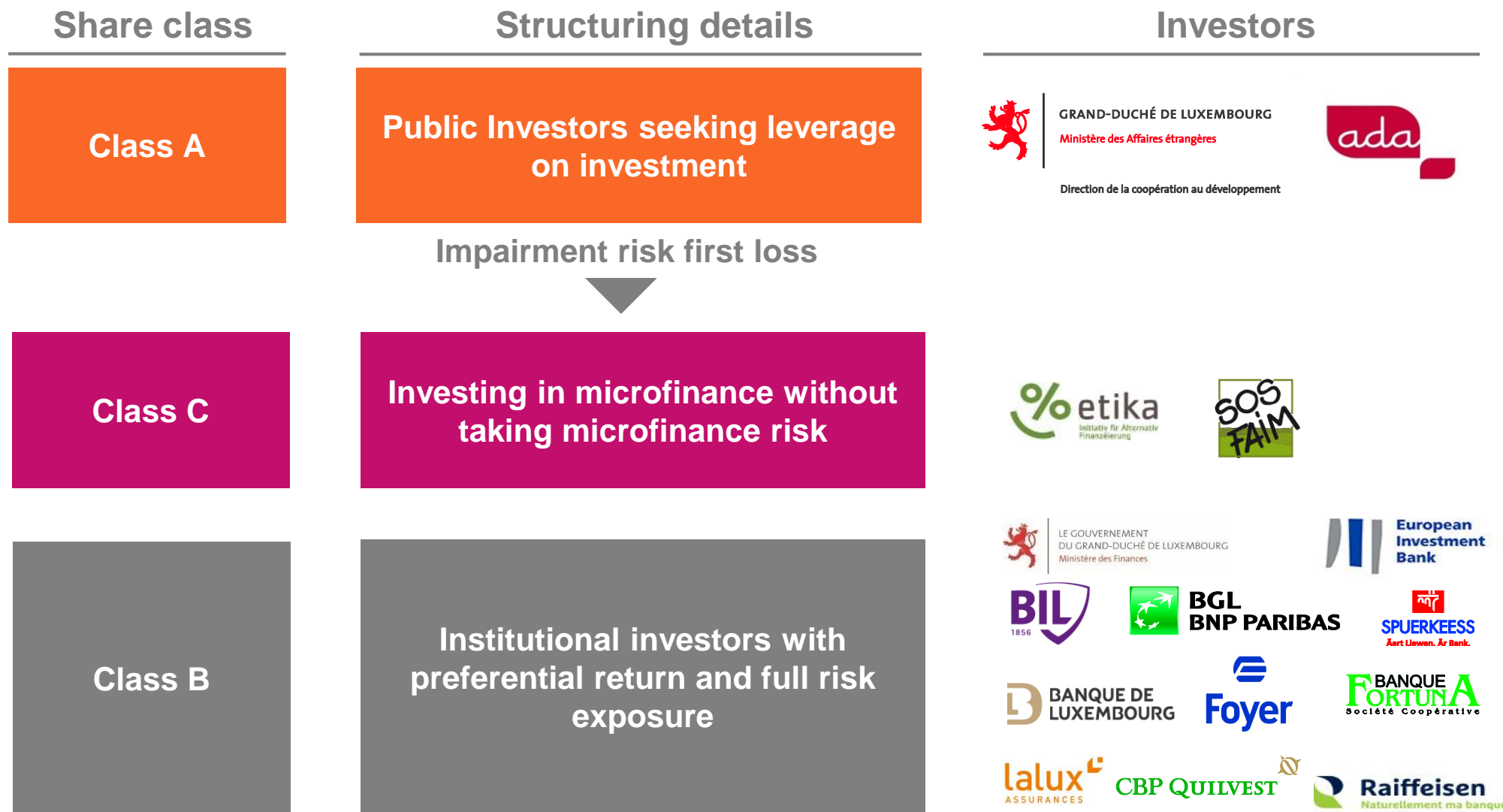
Returns of 3% - 4%,
low volatility

Tomorrow's
change makers!

women
empowerment,
education,
development of
rural areas

Sharing
experience

A Strong Luxembourgish Partnership



LMDF under the gender lens

Poverty focus



of MFIs financed are in countries at the bottom half of the Human Development Index

Education



University students financed in seven Latin American countries



Smallholder farmers



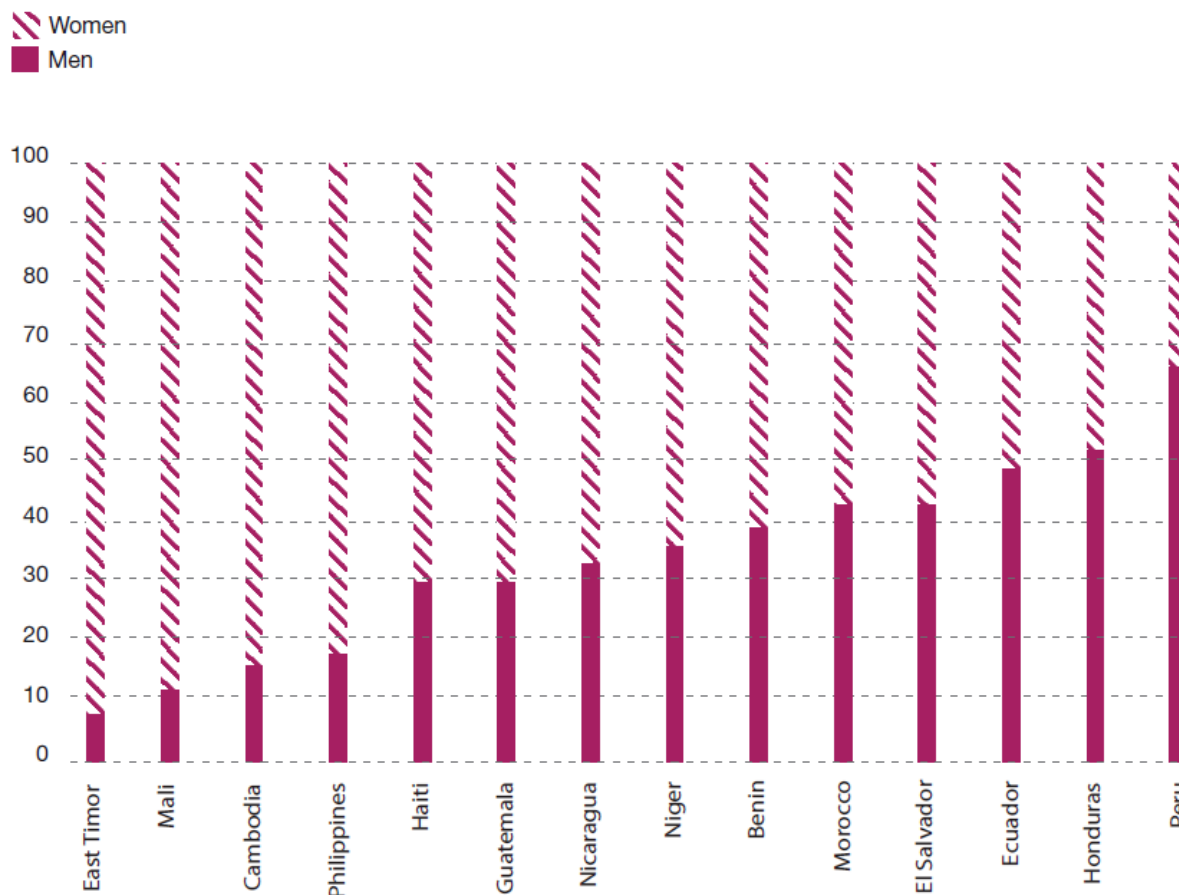
30% of loans are provided to smallholder agriculture

Environment



Green technology equipments financed in Perú

Proportion of male and female clients in selected countries (in %)



Source: LMDF analysis based on data provided by partner MFIs as at 31st March 2016

Gender discrimination in portfolio countries

OECD Social Institutions and Gender Index

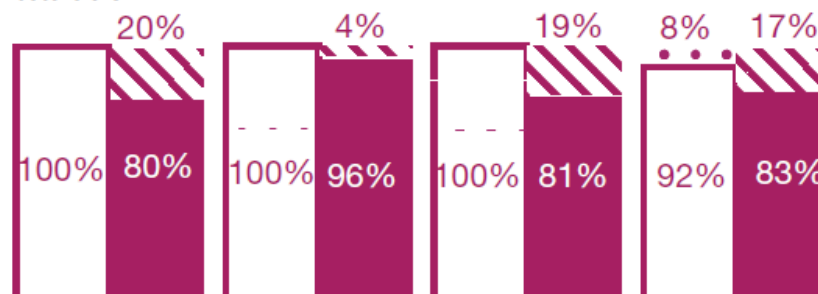


Source: OECD 2014

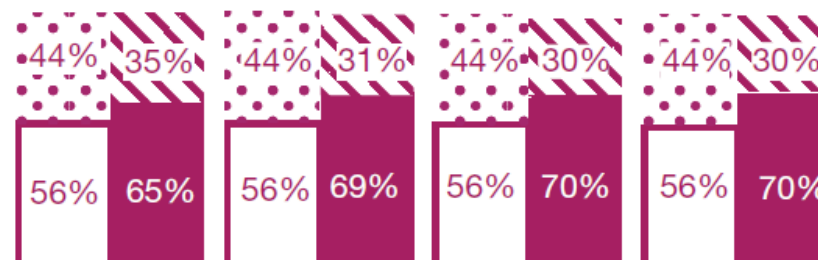
Staff by gender: analysis of two MFIs From LMDF's portfolio



MFI A



MFI B



2012 2013 2014 2015

Source: LMDF analysis based on data provided by partner MFIs and ADA

Example Pro Mujer: Dedicated to poor women in Latin America



2010: 24,475 clients, first loan LMDF

50,323

clients in 2016 and growing ...

Example Pro Mujer: Dedicated to poor women in Latin America

3,000

lives saved through early detection of cancer

Example Pro Mujer: Dedicated to poor women in Latin America



Business and Empowerment Training are provided to all clients

LMDF invests in women to achieve its vision for social change.

We believe and recognise the ripple effects of gender lens investing.

Thank you!



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and Development Fund**

