

CHARTER FOR GENDER FINANCE IN FINANCIAL CENTRES

Signed on 26 September 2023 in Dublin, Ireland

BACKGROUND

UNDP's Financial Centres for Sustainability (FC4S) Network launched the Gender Finance Working Group in 2022 to support financial centres to become leading examples of the gender equality and empowerment agenda and to mainstream gender in their sustainable finance practices. Indeed, addressing gender disparity and advancing gender-smart practices are core contributors to more economically prosperous and socially cohesive societies.

PURPOSE

The Charter herein is meant to serve as a framework to build an inclusive financial ecosystem that incorporates gender considerations into all aspects of decision-making, from investments to operations, strategies and management, products, services, and customer engagement.

The Charter reflects FC4S' members' aspiration to promote gender balance at all levels across financial services. Recognizing the diversity of countries, sectors and organizations involved, this Charter **sets out ten principles to encourage gender finance** without being prescriptive. The Charter leaves full latitude to each financial centre to design an action plan that fits its specific context and resources.

THE PLEDGE

We commit to promoting gender equality and empowerment within our financial centre. We will strive to be a leader on this topic and support our community, partners, members and other stakeholders in taking action and embedding gender considerations into their decision-making, strategies, and operations.

The signatories of this Charter commit to using the following principles and their outlined actions as a comprehensive reference while diligently striving to fulfill those that align with their institutional structures, resources, and capabilities:

1. **Lead by example and promote gender equality internally:** setting targets for gender representation; promoting gender-diverse recruitment practices; and implementing organization-wide policies that promote gender equality, such as parental leave, flexible work hours and locations, equal pay, and anti-harassment.
2. **Integrate gender equality and other diversity requirements into stakeholder relations:** introducing gender-related requirements for suppliers, considering measuring and tracking gender composition in programs and events (co)organized by financial centres, and ensuring women's voices are heard in programs and events.
3. **Empower women through financial awareness and education:** providing or collaborating with gender-focused financial education programmes that offer women a deeper understanding of savings and investment needs and options, wealth accumulation, and risk profiling.

4. **Encourage women's leadership and representation in the financial centre's ecosystem:** by promoting women's representation at the executive level within financial centres' members and stakeholders (financial firms and government bodies); supporting board training and mentorship programmes; addressing pay gap elimination; creating networking spaces and skills development opportunities for women; promoting harassment prevention practices.
5. **Foster transparency on the financial centre ecosystem's gender performance:** partnering with the regulators/supervisors/Stock exchanges to encourage the public disclosure of gender-related metrics and indicators, supporting the implementation of measurement frameworks of gender equality, promoting the establishment of initiatives to close the gender data gaps in the financial sector, and curating and publishing gender data relevant to the financial centre.
6. **Provide guidance to the financial centre's ecosystem to set gender targets:** encouraging financial firms to provide gender-disaggregated data on women's access to financial services, to disclose their performance on gender metrics, and to set clear and specific targets for advancing gender equality.
7. **Advocate for gender-responsive financial products:** working towards a solid understanding of the range of possible gender-sensitive financial instruments and investment approaches (such as gender bonds, gender-focused equity funds and ETFs, and offerings for women-owned companies); monitoring financial instruments available or/and under development in their jurisdiction; raising awareness of gender financial instruments to help promote them.
8. **Promote gender-responsive financial practices:** creating or supporting Gender Lens Investing initiatives to stimulate investment that consider gender-based factors; facilitating the implementation of credible, evidence-based gender lens investing standards and other gender-focused frameworks; encouraging harmonization, convergence, and implementation of SDG Management practices.
9. **Enhance access to finance for women-owned and women-led companies:** promoting a community that connects and supports women who own or lead companies; identifying opportunities to tailor offerings to support women entrepreneurs specifically.
10. **Foster broader market action on gender equality:** establishing spaces to share gender-finance best practices regularly, supporting or developing initiatives aimed at improving the gender balance in the finance sector, and disseminating positive role models for women in the financial industry.

UPHOLDING THE GENDER FINANCE CHARTER INVOLVES COMMITTING TO ADDRESSING ALL RELEVANT ABOVE-LISTED PRINCIPLES, AND TO COMPLETING THE FOLLOWING OPERATIONAL ITEMS:

- Having active programs or initiatives that tackle at least two of the principles listed above to be implemented within a period of one year (2024).
- Designating a responsible person, representative of the financial centre in the FC4S Gender Finance Working Group, who shall act as the main point of contact within the organization,
- Completing an annual survey to measure the progress achieved and highlight best practices observed.



OUR ENDORSERS

<p>Abu Dhabi Global Market</p>  <p>ABU DHABI GLOBAL MARKET سوق أبوظبي العالمي</p>	<p>Astana International Financial Centre</p>  <p>AIFC</p>	<p>Barcelona Centre Financer Europeu</p>  <p>BARCELONA CENTRE FINANCER EUROPEU</p>
<p>Capital Markets Malaysia</p>  <p>CM2 capital markets MALAYSIA</p>	<p>Casablanca Finance City Authority</p>  <p>CASABLANCA FINANCE CITY القنطرب المالي للدار البيضاء</p>	<p>Consejo Mexicano de Finanzas Sostenibles</p>  <p>CONSEJO MEXICANO DE FINANZAS SOSTENIBLES</p>
<p>ESGeneration Italy</p>  <p>esgeneration italy National Network for Global Sustainable Finance</p>	<p>FC4S Lagos</p>  <p>FC4S LAGOS</p>	<p>Finance Montréal</p>  <p>Finance Montréal</p>
<p>Green and Sustainable Finance Cluster Germany</p>  <p>Green and Sustainable Finance Cluster Germany</p>	<p>Hong Kong Green Finance Association</p>  <p>HKGFA 香港綠色金融協會 Hong Kong Green Finance Association</p>	<p>International Sustainable Finance Centre of Excellence</p>  <p>INTERNATIONAL SUSTAINABLE FINANCE CENTRE OF EXCELLENCE</p>
<p>Laboratório de Inovação Financeira</p>  <p>labo Laboratório de Inovação Financeira</p>	<p>Liechtenstein Bankers Association</p>  <p>LIECHTENSTEIN BANKERS ASSOCIATION</p>	<p>Luxembourg Sustainable Finance Initiative</p>  <p>LSFI Luxembourg Sustainable Finance Initiative</p>
<p>Mongolian Sustainable Finance Association</p>  <p>ToC MONGOLIAN SUSTAINABLE FINANCE ASSOCIATION</p>	<p>Nairobi International Finance Centre Authority</p>  <p>NAIROBI INTERNATIONAL FINANCIAL CENTRE</p>	<p>Kigali International Financial Centre</p>  <p>Kigali International Financial Centre</p>
<p>Stockholm Green FinTech</p>  <p>STOCKHOLM GREEN FINTECH</p>	<p>Sustainable Finance Geneva</p>  <p>Sustainable Finance Geneva</p>	<p>We Are Guernsey</p>  <p>WE ARE GUERNSEY WE ARE CONNECTED</p>

