EDGE CERTIFIED FOUNDATION

Dr Mathias Terheggen, Managing Director

Gender Responsive Standards for SDG5

April – 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!*

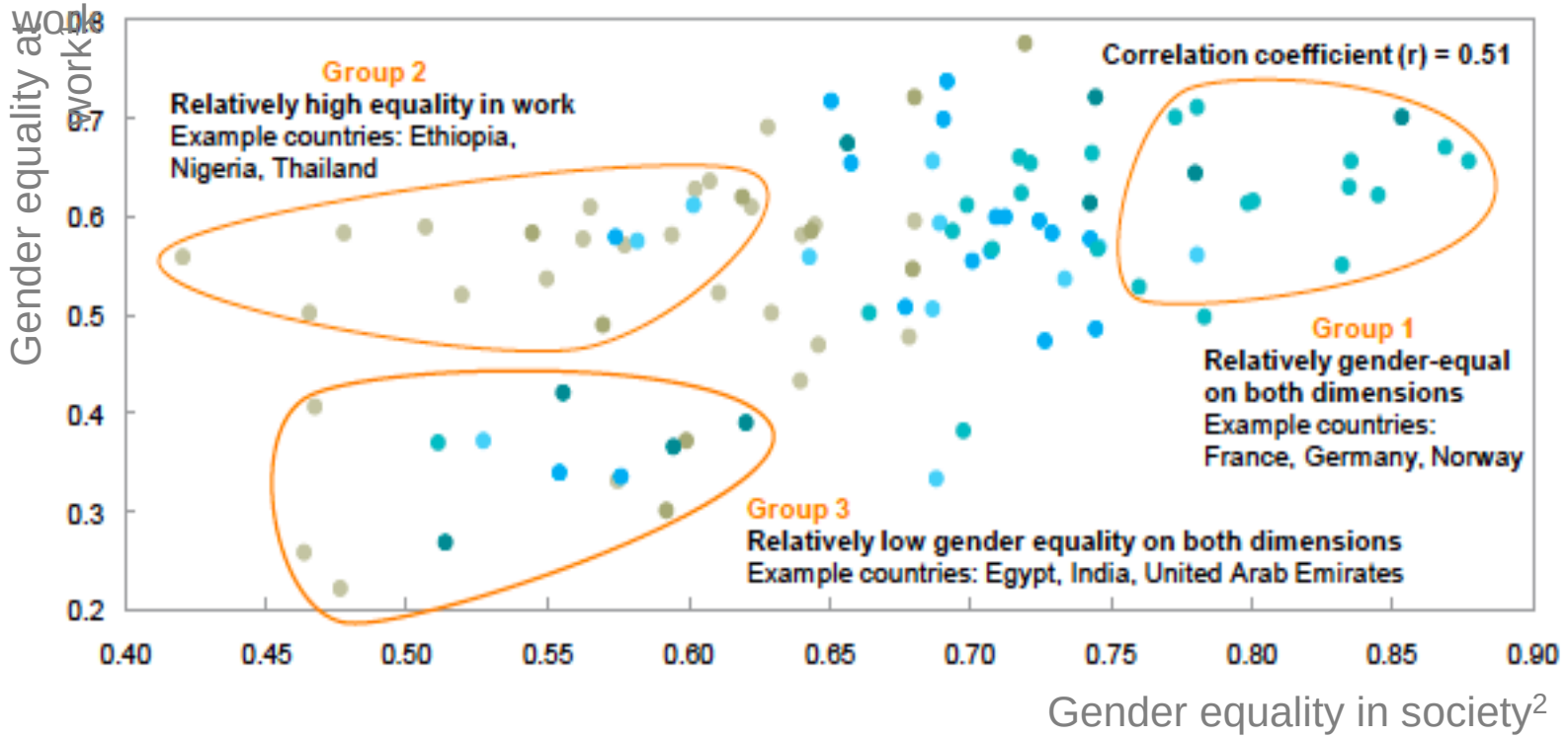
EDGE Certified Foundation - © Copyright 2011-2017 - All Rights Reserved

*McKinsey Global Institute

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***"

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

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

EDGE Certified Foundation - © Copyright 2011-2017 - All Rights Reserved

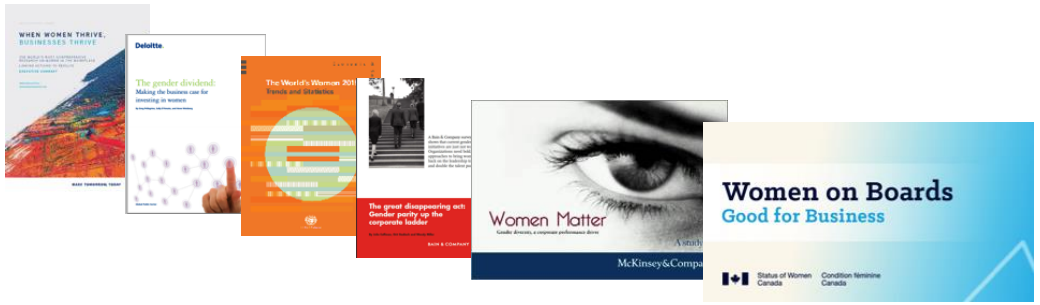
*McKinsey Global Institute

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 Certified Foundation - © Copyright 2011-2017 - All Rights Reserved

EDGE ASSESSMENT METHODOLOGY

Rigorous analysis informs organization's gender equality strategy and priorities

Pillars 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 Certified Foundation - © Copyright 2011-2017 - All Rights Reserved

EDGE CERTIFICATION SYSTEM AND PROCESS

Step by step towards most credible public display of commitment and achievement

EDGE Certified Foundation sets certification standards and requirements, provides EDGE Strategy Tool™, appoints and monitors third-party Certification Bodies and licenses use of EDGE Labels

MEASURE
Information gathered, analyzed and reported

BENCHMARK
Against EDGE Standard and peers and action plan created

GET CERTIFIED
Independent audit and certification decision

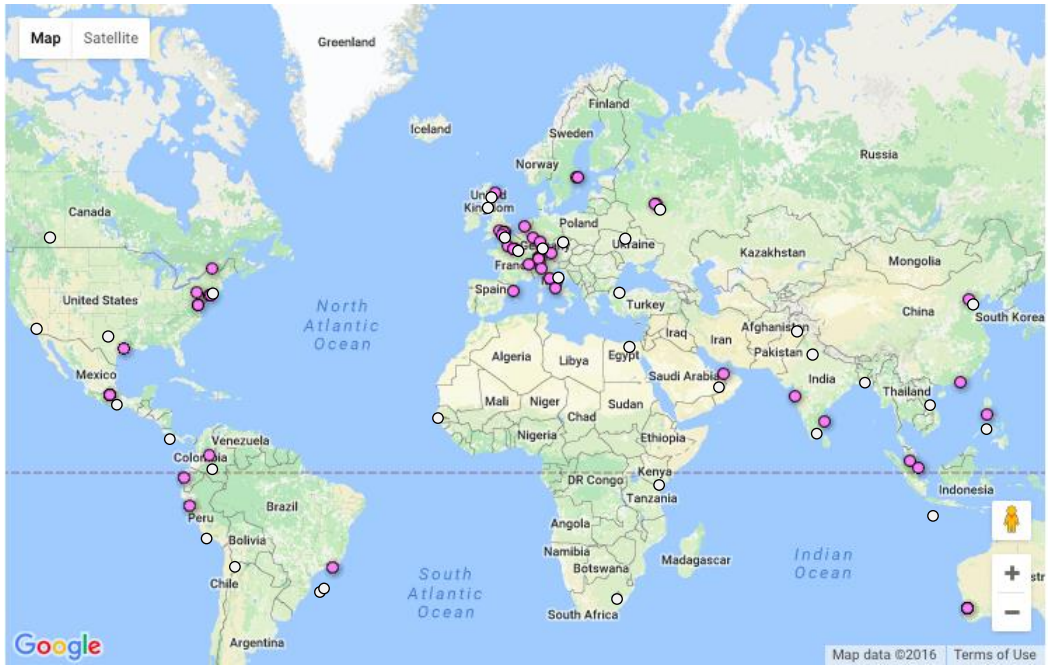
COMMUNICATE
Public display of EDGE Seal as clear commitment to progress and stakeholders

TAKE ACTION
Implement improvements and prepare for re-certification

EDGE Certified Foundation - © Copyright 2011-2017 - All Rights Reserved

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

- ✓ >150 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

EDGE Certified Foundation - © Copyright 2011-2017 - All Rights Reserved

THANK YOU

EDGE Certified Foundation
Avenue des Morgines 12
1213 Petit-Lancy
Geneva, Switzerland
www.edge-cert.org
@EDGE_CERT

Dr Mathias Terheggen
Managing Director
mathias.terheggen@edge-cert.org
+41 (0) 79 563 56 31

EDGE Certified Foundation - © Copyright 2011-2017 - All Rights Reserved