

SOCIAL INVESTMENT STRATEGY – SUMMARY AND THEORY OF CHANGE

This document provides background information on the FGW social investment strategy and our Theory of Change. It is intended to help applicants understand the broader context of FGW’s social investment strategy and goals.

Background

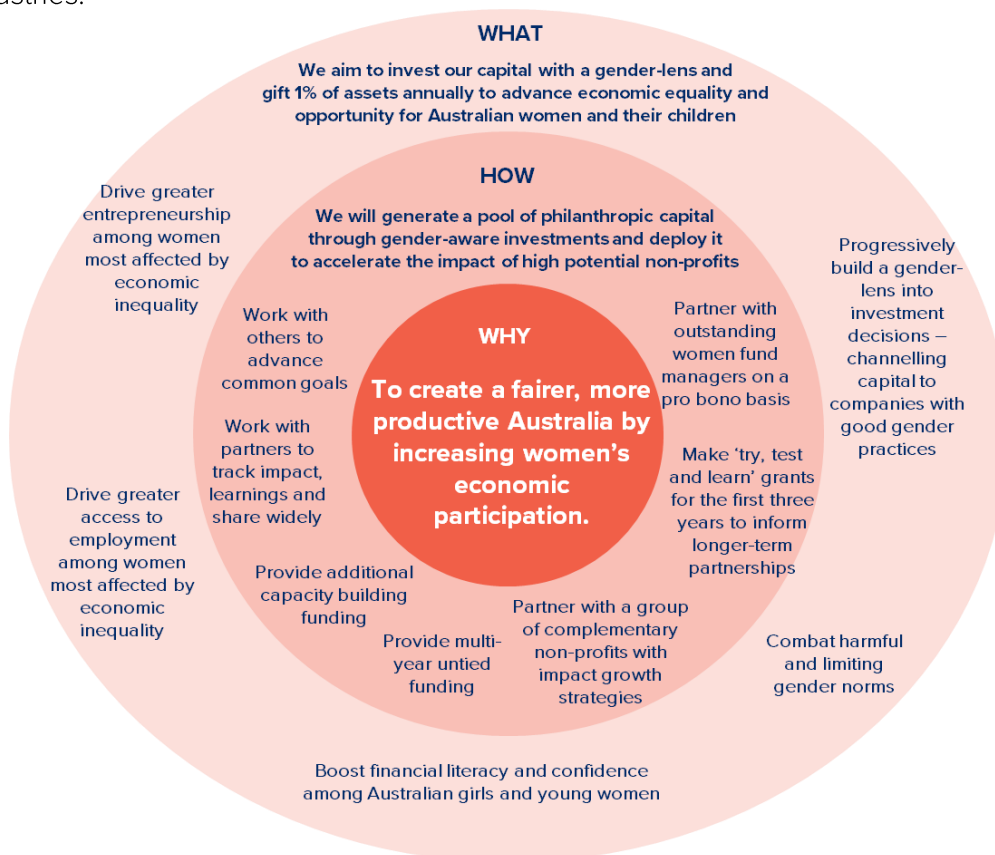
Future Generation Women (FGW) wants to see Australia unlock its full potential – through increased participation by women – and become the fair, productive and competitive economy it can be. Removing the barriers to women’s full and equal participation in economic activity is worth \$128 billion to the Australian economy.ⁱ

The evidence base shows the critical drivers of closing the empowerment gap are greater workforce participation by women, including in well-paid positions in traditionally male-dominated industries, growing female entrepreneurship and equipping women and girls with financial capabilities which support intergenerational wealth transfer. It also shows that gender norms underpin all persisting gender gaps in Australia.

The [Australian Government's Working for Women](#) strategy and other recent reports provide a holistic roadmap for what needs to be done now to achieve gender equality in Australia, with economic equality as a shared priority. We now have the opportunity to coordinate efforts across governments, business, philanthropy and community sectors to close the gaps faster.

As a dual-purpose investment vehicle, FGW aims to use its unique strengths and resources to complement others’ efforts and innovate to accelerate this change.

- As financial investors, we will drive change by progressively bringing a gender-lens into investment decisions.
- As social investors, we will drive change by backing high impact non-profits advancing economic equality and opportunity - and we will measure the impact.
- As women in finance, we are the change - working in a male-dominated field in which the gender pay gap exceeds 20% and rates of women in leadership positions lags other industries.ⁱⁱ



Social investment

Future Generation Women will donate an amount equivalent to 1.0% of net tangible assets each year to non-profits profits advancing economic equality and opportunity for women and their children in Australia. This annual investment is made possible by a group of 12 leading women fund managers, who waive their usual management and performance fees to enable the donation.

With its social investment, FGW will progressively provide philanthropic funding to:

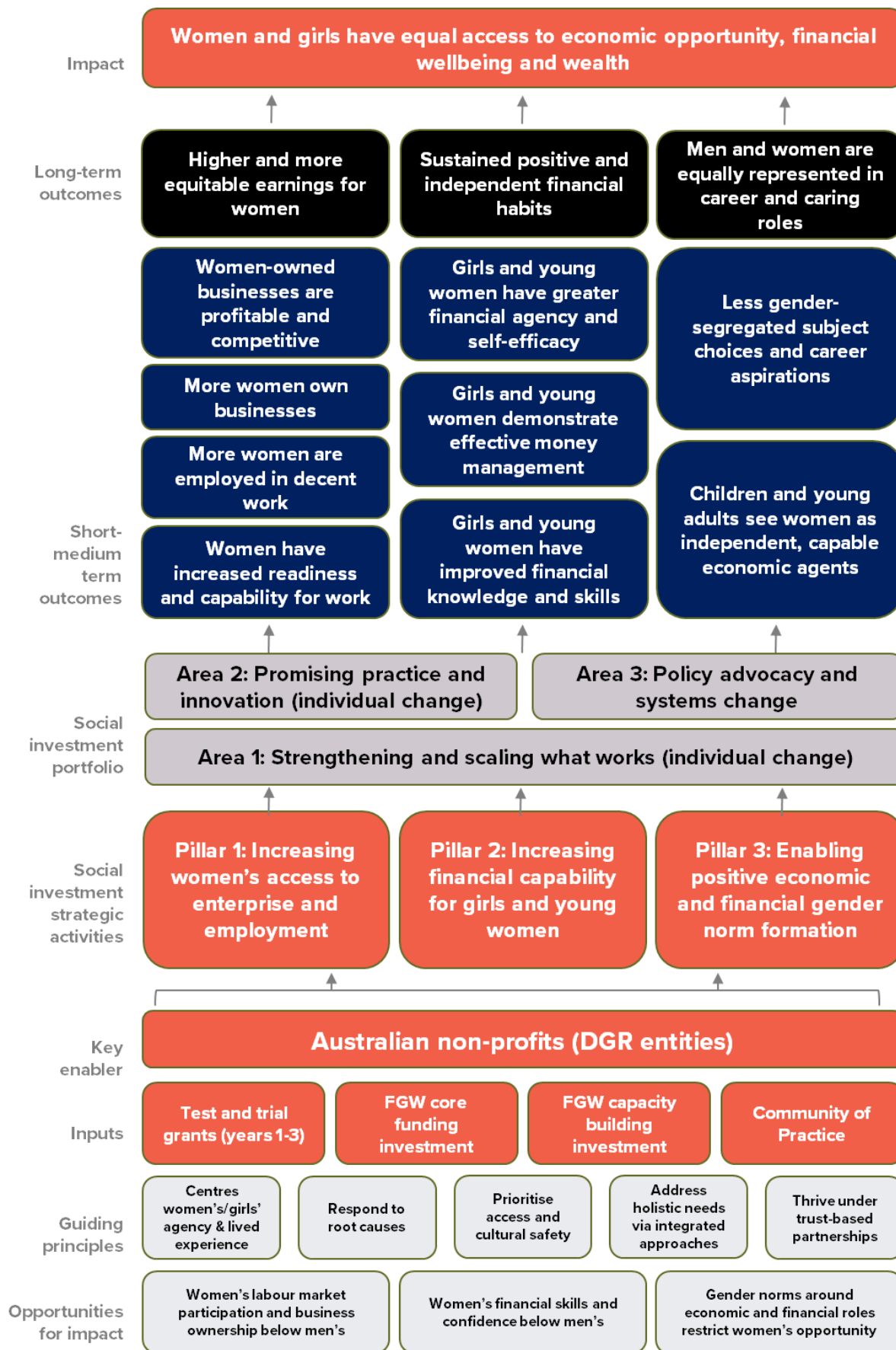
- **Enhance access to work** - both employment and enterprise - for women most impacted by economic inequality (*Pillar 1 – Access to Work*)
- **Improve financial capability** – encompassing financial know-how, capacity and confidence. This will take a preventative/early intervention approach by focusing on girls and young women under 21 (*Pillar 2: Financial Capability*)
- **Enable positive gender norm formation** – to change societal attitudes, specifically those related to women’s financial and economic participation. This will focus on children and young adults under 21. (*Pillar 3: Gender Norm Formation*)

Our strategy is underpinned by a Theory of Change based on the available evidence about ‘what works’ to improve economic equality and opportunity for Australian women – through these three pillars (Appendix 1). It offers a high-level narrative and visual model that illustrates how our focus contributes to broader social change – connecting the actions we take today with the outcomes we seek in the future. This version represents an initial iteration, grounded in our research and objectives, and we anticipate refining it over time.

Building the impact portfolio

In our first three years (2025 – 2027) Future Generation Women will make once-off grants in each of the three pillars of our social investment strategy (one per year). Our aim is to learn more about the space and ‘what works’ to advance economic equality and opportunity for Australian women. Learnings from these first three years will inform a smaller number of multi-year partnerships from 2028 onwards.

Appendix 1: Theory of Change for FGW’s social investment strategy



ⁱ <https://www.aiiw.org.au/wp-content/uploads/2022/11/DAE-AIIW-breaking-the-norm-unleashing-australia-economic-potential-031122.pdf>

ⁱⁱ WGEA Financial and Insurance Services Industry Snapshot