



The Europe of Tomorrow: Gender Equality and the Economy

Panel 1: Gender equality and economic recovery

IKEA

A diverse and inclusive
workplace





Your uniqueness makes IKEA better

At Ingka, we believe everyone has the right to be treated fairly and be given equal opportunities, regardless of their age, gender identity, sexual orientation, physical ability, ethnicity, race, nationality, religion or any other dimension of their identity.



A crisis within the crisis



It makes business sense

Attract and recruit

Development and succession

Working conditions

Work processes

A meaningful brand

Positive impact on society



Gender equality the achievements

Today, almost 50% of our managers in the region are women.

The country boards through the INGKA are balanced as well.

Men and women generally experience the same feelings of inclusion based on internal surveys



Gender equality the challenges

- Women are the main caregivers
- Unsuitable conditions
- Lack of self-confidence
- Lack of mentorship
- Leadership



Gender equal pay

It's only fair that everyone receives equal pay for work of equal value, regardless of gender.

Clear framework for gender equal pay in all Ingka Group countries:

- annual pay assessments to measure gender pay gaps
- analysis of the reasons behind the gaps
- action plans to close them
- Annual digital learning for all leaders and People and Culture managers



For Safe Home

Large public awareness communication campaign focused on forms of domestic abuse and needed support of victims

350 000 EUR donated for direct help to victims

Continuous support to NGOs and public stakeholders in order to achieve a better legal environment to support the victims of DA

Internal Routine & Education of Leaders



Skills for Employment

We are committed to help integrate refugees in the labour market

1,700+ refugees and asylum seekers in 24 countries improve their employability and local language skills

65% of participants have gotten a job at IKEA or elsewhere in FY22

51 new coworkers in our region and **55%** of them are women





**EQUALITY IS
EVERYONE'S
RESPONSIBILITY**