

EBRD's Action Oriented Approach to Gender

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Gender Equality in the Market Place

- EBRD adopted a Gender Action Plan (GAP) to mainstream gender in the Bank's projects.
- Through its investments, EBRD aims to positively impact the lives of women (both owners and managers of businesses) in its countries of operation.
- A number of pilot projects in various sectors have been undertaken in both the private and public sector.
- These include: loans focused on female entrepreneurs, support to private corporates regarding gender related issues and introducing gender awareness into public sector projects.
- EBRD is also focused on encouraging women to be on Boards of companies in which the EBRD invests and on training Nominee Directors on equal opportunity related issues.
- EBRD organises a Women in Business panel each year at its Annual Meeting.



EBRD Gender Action Plan (GAP)

- **GAP aims to:**
 - mainstream gender in Bank's projects and activities
 - increase Bank's impact in terms of opportunities for women and gender equality
 - measure progress in relation to gender equality and empowerment of women.
- **EBRD focuses on equality of opportunity and empowering women through economic participation in terms of:**
 - access to finance,
 - entrepreneurial activities,
 - labour force participation,
 - career advancement, etc.
- **Implementation of GAP is assisted through donor funds and EBRD Shareholders Special Fund.**



Financial Institutions: Female Entrepreneurs

- EBRD is assisting female entrepreneurs through special financing facilities with banks.
- Since 2010 partner banks under the MSME Finance Facility in Turkey are encouraged to lend to women entrepreneurs.
- EBRD is providing technical assistance to partner banks to identify and promote sub-loans to female entrepreneurs.
- This programme is being extended to other countries and in parallel research is being carried out to understand the best way to expand lending to women.



Municipal sector: Introducing Gender Awareness

- EBRD is designing municipality investments to take account of gender related issues.
- Street rehabilitation and public lighting loan of €12 million signed in Sf. Gheorghe, Romania.
- Project included a gender study to investigate different responses to transport and street lighting.
- Project improved safety measures and access to public transport for women and improved lighting in residential areas, at parking places and bus stations.



Oil and Gas Client: Gender Diversity Review

- Large oil and gas client in a traditionally male dominated sector.
- Survey funded by EBRD to review and support gender diversity.
- Specialised gender and HR consultant reviewed the status of women's development and career progression in the company.
- The report aims to assist the company in taking forward a strategy for gender diversity in order to:
 - recruit more female graduates,
 - provide career development support for women,
 - understand more about women's requirements in the workplace.



Nominee Directors: Equal Opportunities Toolkit

- EBRD is encouraging senior women to represent its interests on the Board of companies in which it invests.
- About 35% of all EBRD Supervisory Board seats are held by women.
- Nominee Director Toolkit was provided to Nominee Directors to enable them to promote equal opportunities and HR best practices within investee companies.
- This was presented at the recent EBRD Nominee Director workshop in order to help mainstream gender related issues.



Annual Meeting: Women in Business Panel

- Each year, at the EBRD Annual Meeting, panel of leading business women discuss issues relating to women.
- Panel includes high-profile women from countries of operation and shareholding countries.
- Awards also made by EBRD to women who have made outstanding contributions to developing or leading a business in Bank's countries of operation.
- Nominations gathered from Bank's Resident Offices and sector teams and judged by a panel.



EBRD's practical approach to gender

- EBRD keen to take a practical approach to gender related issues.
- Gender components are added to investment projects with both the private and public sector.
- Research is carried out to support and analyse gender equality and the empowerment of women.
- Women are well represented on the Boards of the companies in which EBRD invests.
- Annual Meeting has a special session: Women in Business Panel and provides awards to best women entrepreneurs/ CEOs.

