



# EBRD Gender Action Plan

Chikako Kuno

Alan Rousso

EBRD Gender Steering Group



## Gender

- Gender and Transition
- EBRD – Gender Promotion Today
- The Action Plan



## Objective

Increase the economic participation and decision-making roles of women in the private sector.



## Gender and EBRD

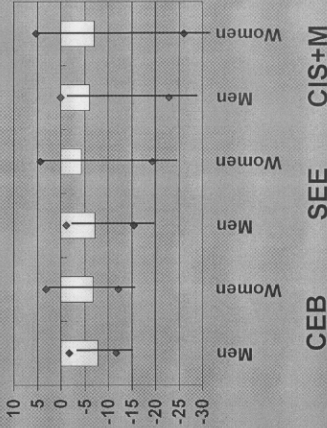
- Gender equality is an important component of the development and transition process
- Part of the Millennium Development Goals
- EBRD is committed to expanding opportunities for women and promoting gender equality
- Impact of transition on women has varied by country and by issue-area



## Impact of transition: labour market “separation”

- Women's labour participation declined at the start of the transition, but has since recovered
- Women now have lower unemployment rates than men, except in CIS+M
- Women are more in favour of state involvement, particularly in the social arena
- Women tend to be less satisfied with their lives

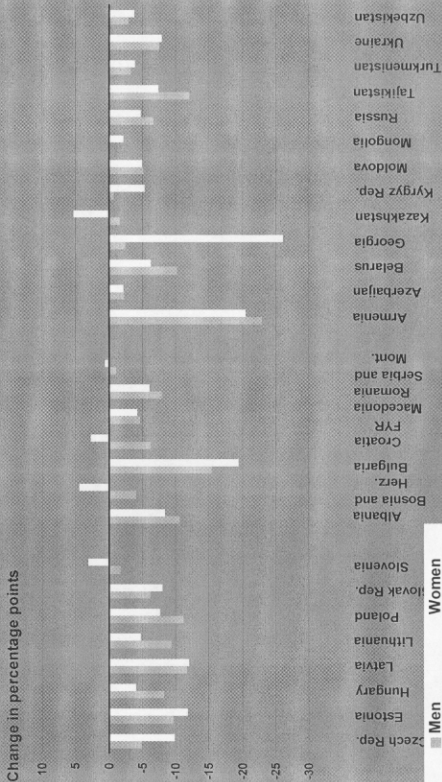
Change in labour force participation rates, 1989-2005



Source: World Development Indicators 2006



# Impact of transition: Labour market "separation"

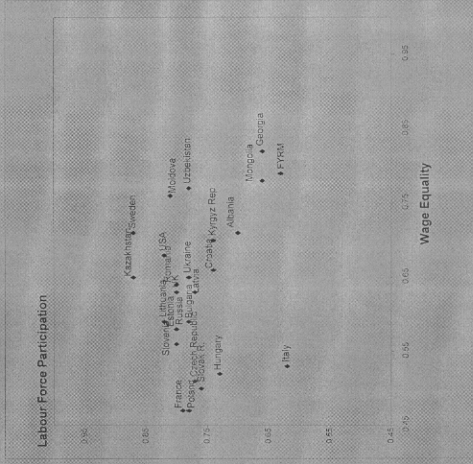


Source: World Development Indicators 2006



# Impact of transition: Wage equality has diminished

- More wage inequality in less advanced transition countries
- Wage differentials between men and women have increased
- Differences cannot be easily explained by job type or productivity
- Gender discrimination is evident from quantitative and qualitative studies



## Impact of transition: Quality of employment has changed

- Women have moved into unpaid caring professions
- More women are in white collar than blue collar professions
- Many women have become self-employed, partly out of necessity
- There are still fewer female than male entrepreneurs

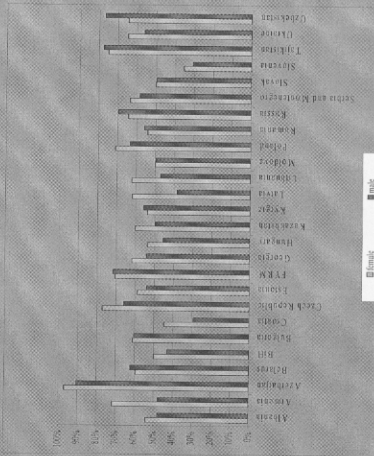




## Impact of transition: Access to finance

- More female managers have difficulty securing a bank loan
- Female managed firms charged higher interest rates in some countries
- Financial development may lead to lower levels of gender bias in bank lending
- More needs to be done to understand constraints and opportunities for female entrepreneurship

Share of businesses without a bank loan



Source: BEEPS, 2005



# The Bank today

- New Environmental and Social Policy
  - incorporates gender; for public comment by 9 April; public consultation workshops in the region
- Demonstration
- Banking operations (illustrations)
  - MSE
  - Equity operations (Boards)
  - Infrastructure (MEI)
  - Training
- TAM/BAS Advisory
- OCE work



## **Boards (Investee Companies, Financial Institutions)**

- Bank's nominee directors are women in 112 (41%) out of 275 approved Supervisory Board seats.
- High women representation

*EBRD has a strong demonstration effect*



# Mi-Bospo

- Set-up by the Danish Refugee Council in 1995 following the Bosnia War
- Initially focussed on serving women of all ethnic backgrounds, of which 70% were internally displaced persons.
- In 2000 was transformed into a non-profit organization and provides financial services to low-income women entrepreneurs
- Today a strong mid-size regional non-bank microfinance institution with a market share of 7% (gross loan portfolio)
- Outstanding loan portfolio 32,121 loans for over EUR 33m
- Most of its clients are women with men gradually becoming indirect clients through their association with a female in the household.



- Mi-Bospo's vision is to become the financial services provider of choice for women entrepreneurs in Bosnia and Herzegovina.
- TA being provided to help Mi-Bospo transform into a commercial microfinance company by end 2008.

