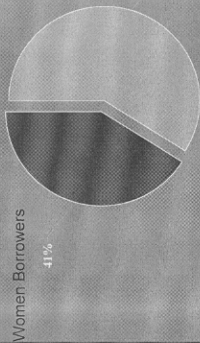
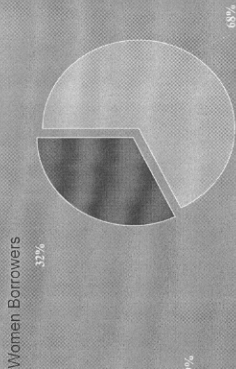


Eastern Europe and Caucasus (2007)

Number of Loans Disbursed



Volume of Loans Disbursed



Figures are gathered from portfolio reports provided by 11 FIs across the region



IMON

- Was registered in 2005 and previously operated as a Mercy Corps' microlending programme implemented by the National Association of Business Women (NABW).
- Today, is the largest and strongest performing non bank microfinance institution in Tajikistan.
- Since the programme commenced in 1999 it has provided over 160,000 loans for over EUR 48 million. 46% of IMON's clients are women and 69% of its clients live in rural or remote areas underserved by other financial institutions.
- Transformation into a commercial entity is planned for 2008.
- TA has been provided to help IMON in its transformation process.



Examples of Selected Infrastructure Interventions/Issues

- Water projects: where women are clearly affected.
- Participation in surveys of needs (e.g. family health aspects, ensuring water pressure sufficient to deliver water to all floors in apartment buildings), monitoring of implementation (water user committees) – see 2 TC fiches submitted at 12 March ETC Fund Assembly.
- Important to identify areas where attention to gender-specific aspects can significantly improve benefits through better project design and implementation.
- Affordability considerations



Trade Facilitation Programme (TFP) Training



Trade Finance training Kazakhstan



UCP 600 Turkmenistan



Trade Finance training Russia

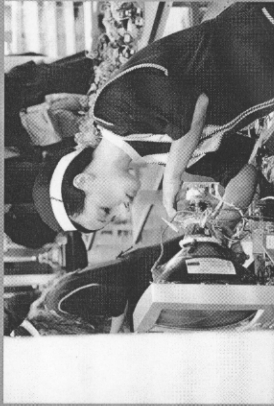


Trade Finance training Mongolia



An EBRD business case for expanding economic opportunities for women

- EBRD has made the business case in practice
- More gender equality is associated with faster and more sustainable economic growth
- Empowerment of women can lead to better governance
- Gender equality taps the full labour pool, can lead to market expansion and better management practices



Action Plan

- Mainstream
- Pilot Country schemes in ETC and Advanced Transition Country (tailored)
- Coordinate and leverage other IFI
- Increase awareness in Bank and build insitutional capacity to address issues



Considerations

- Stage of transition
- Cultural
- Political factors
- Women's own priorities and needs in countries of operation
- Relevance of Bank's operational instruments for the task



New Opportunities

Action	Description	Deliverables	Timeframe/Resource Implications
<p>Review of Existing Bank Activities with Gender Component.</p>	<p>Assessment of the Bank's current and potential activities to clarify existing best practice and identify gaps where the Bank's transition mandate can be enhanced.</p>	<ul style="list-style-type: none"> • Consultations with sector/country teams • Clarification of existing areas of EBRD intervention • Identification of potential new areas where Bank could intervene • Development of diagnostic tools and statistics. • Continuous monitoring of the impact and continued relevance of existing activities linked to promotion of gender equality in Bank operations. 	<p>Ongoing through 4th Q 2008 /1stQ 2009 EUR 25,000 1 ESD Gender Specialist EUR 100,000</p>
<p>Pilot Country Programmes.</p>	<p>Pilot programme to be developed and implemented in both an ETC and advanced transition country to test potential for successful implementation and help identify selected gaps in the Bank's activities</p>	<ul style="list-style-type: none"> • Review of Bank activities across sectors in the pilot country for gender issues • Review of level and number of economically active women in private sector • Determination of any obstacles • Identification and development of advisory and financial products to support women • Identification of existing networks or gaps to support women • Product and activity launch. 	<p>To start 3rdQ 2008 EUR 150,000 per country</p>



New Opportunities (con't)

Action	Description	Deliverables	Timeframe/Resource Implications
In-house and external research studies.	Studies to improve understanding of specifics of both a country-based and/or a sector based approach to maximising the gender equality transition impact.	<ul style="list-style-type: none"> Qualitative and quantitative research conducted by specialised teams, based on sector and/or country specific. Field research as part of baseline studies contributing to project preparation for gender projects. 	To start 1 st Q 2009 EUR 1 million (approx.).
Continued development of on-going initiatives	Develop and strengthen areas where the Bank has already achieved gender-related progress; TAM/BAS initiatives, TCs, the implementation of gender-related work in the ESD, and ongoing work within GSB.	<ul style="list-style-type: none"> A consultation process with other IFIs, European Commission, donors, and banking institutions could be undertaken, in order to keep up with initiatives with a similar objective, as well as monitor policy processes, especially at EU level, which are likely to impact on Bank countries and sectors of operation. 	Ongoing EUR 30,000.
Other potential initiatives	Within the Bank's transition mandate and capacity for action, there are a few initiatives which could be investigated and developed.	<ul style="list-style-type: none"> Dedicated Credit Lines, supporting female borrowers; Financial education support for Women in Business; There is potential for the development of standard 'codes of conduct' clauses for companies. 	TBD.



Mainstreaming of Gender in Bank operations

Action	Description	Deliverables	Timeframe/Resource Implications
Creation of Gender Steering Group	The gender Steering Group comprises members from Banking, OCE, Communications and ESD.	<ul style="list-style-type: none"> Terms of Reference (ToR) for the Steering Group on Gender A full-time gender specialist, to implement the Group's recommendations will be assigned, initially on a 1(+1) year contract. 	3Q 2008 1 year + 1 year EUR 150,000.
Training	<p>Gender training to be mandatory for senior management and banking staff, as well as for Board members.</p> <p>In co-ordination with HR, it is envisaged that nominee directors also be offered gender awareness training.</p>	<ul style="list-style-type: none"> ToR and internal gender awareness training guidelines. Possible incorporation of internal training to coincide with training on new Environment and Social Policy. Review/assessment of existing levels of gender awareness, and familiarity with current gender-related initiatives, among Bank staff. Specific gender training for staff, including on links to the Bank's transition mandate. Specific gender training for project related staff. Potential regional advisory group on gender issues, comprising members from business, policy-making, and NGO community. 	3Q for TOR and selection of consultant. Ongoing 3Q start – 4th 2009 EUR 200,000. EUR 200,000 EUR 100,000
Strengthening of social safeguards and labour due diligence	Include reference to gender in the new Environment and Social Policy, currently under review. Adverse gender impacts and gender discrimination in the workforce and the affected communities could be given an increased focus at the project due diligence stage.	<ul style="list-style-type: none"> Development of 'Code of Conduct' relating to non-discrimination in employment and labour issues. 	EUR 50,000 IV Q 2008.



Conclusions

- Bank operations have positive gender impact today:
 - Transition mandate supports growth and gender
 - Demonstration – Boards
 - Pro-Active – EE, MEI, GSB, TAM-BAS, FI
- Bank has built Business Case broaden its role as a positive actor
- Through Action Plan the Bank will increase positive interventions through existing efforts as well as in new opportunities

