

Women's Empowerment and Leadership
What EBRD is doing to empower women

June 2023



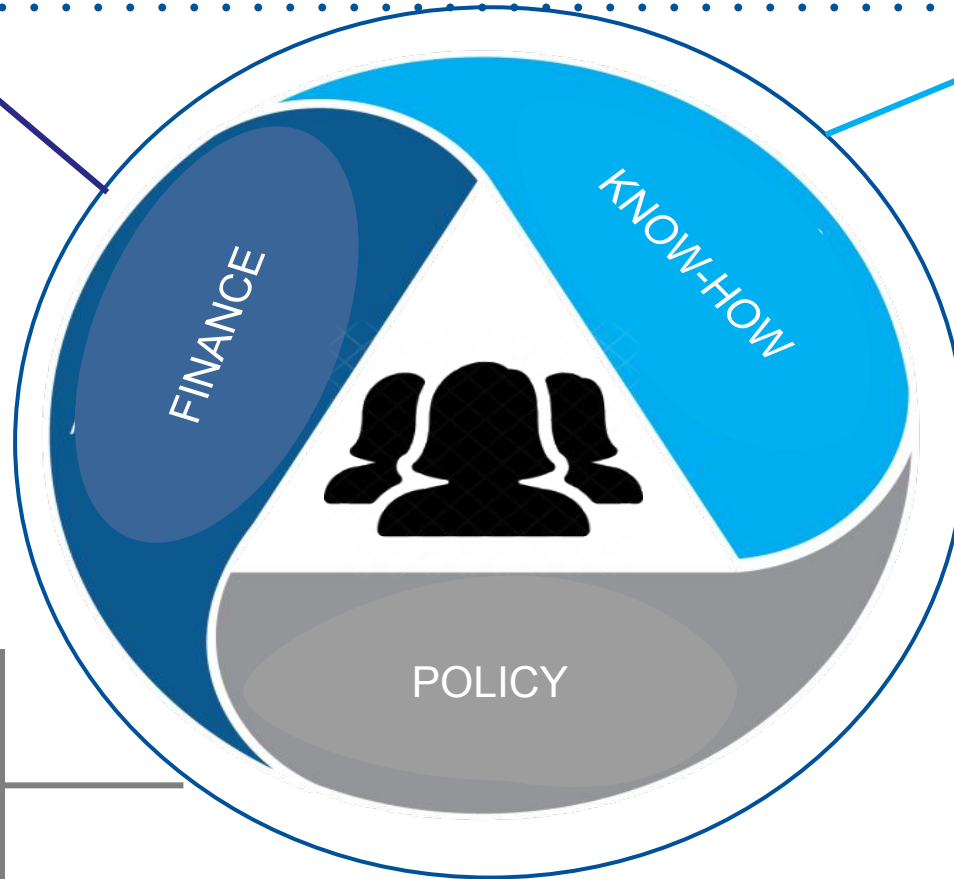
Women Empowerment in EBRD regions



- Equality of opportunity is a key strategic focus of the EBRD, and one of the Bank's three **cross-cutting strategic priorities**: all individuals should be given the same opportunity to succeed.
- Empowerment for women in EBRD regions refers to efforts aimed at promoting gender equality and empowering women in the countries and regions where the EBRD operates.
- Gender equality is an integral part of the EBRD's strategy to promote an inclusive and sustainable economic growth model. To achieve so, the Bank has undertaken various initiatives to **advance women's empowerment** in its regions, including:
 1. **Access to finance:** EBRD promotes access to finance for women entrepreneurs by providing credit lines, loans, and equity investments specifically targeting women-led businesses (e.g., Women in Business);
 2. **Capacity building and skills development:** EBRD supports programs and initiatives that enhance the skills, knowledge, and capacities of women in various sectors. This includes entrepreneurship training, leadership development programs, mentoring, and networking opportunities;
 3. **Policy and institutional reforms:** EBRD works with governments and local stakeholders to advocate for policy reforms that promote gender equality and women's rights. This includes initiatives to improve laws, regulations, and practices related to gender discrimination, equal pay, parental leave, and workplace policies;
 4. **Gender-responsive business environment:** EBRD encourages the creation of a conducive business environment that is inclusive and supportive of women. This involves working with businesses and stakeholders to address gender biases, promote diversity and inclusion, and foster supportive workplaces that value and empower women;
 5. **Awareness and knowledge sharing:** EBRD engages in research, knowledge sharing, and awareness-raising activities to highlight the importance of gender equality and women's empowerment. This includes publishing reports, organizing conferences and events, and collaborating with partners to share best practices and lessons learned.;

EBRD's holistic approach

Working with local financial institutions to provide **dedicated financing** for women-led businesses

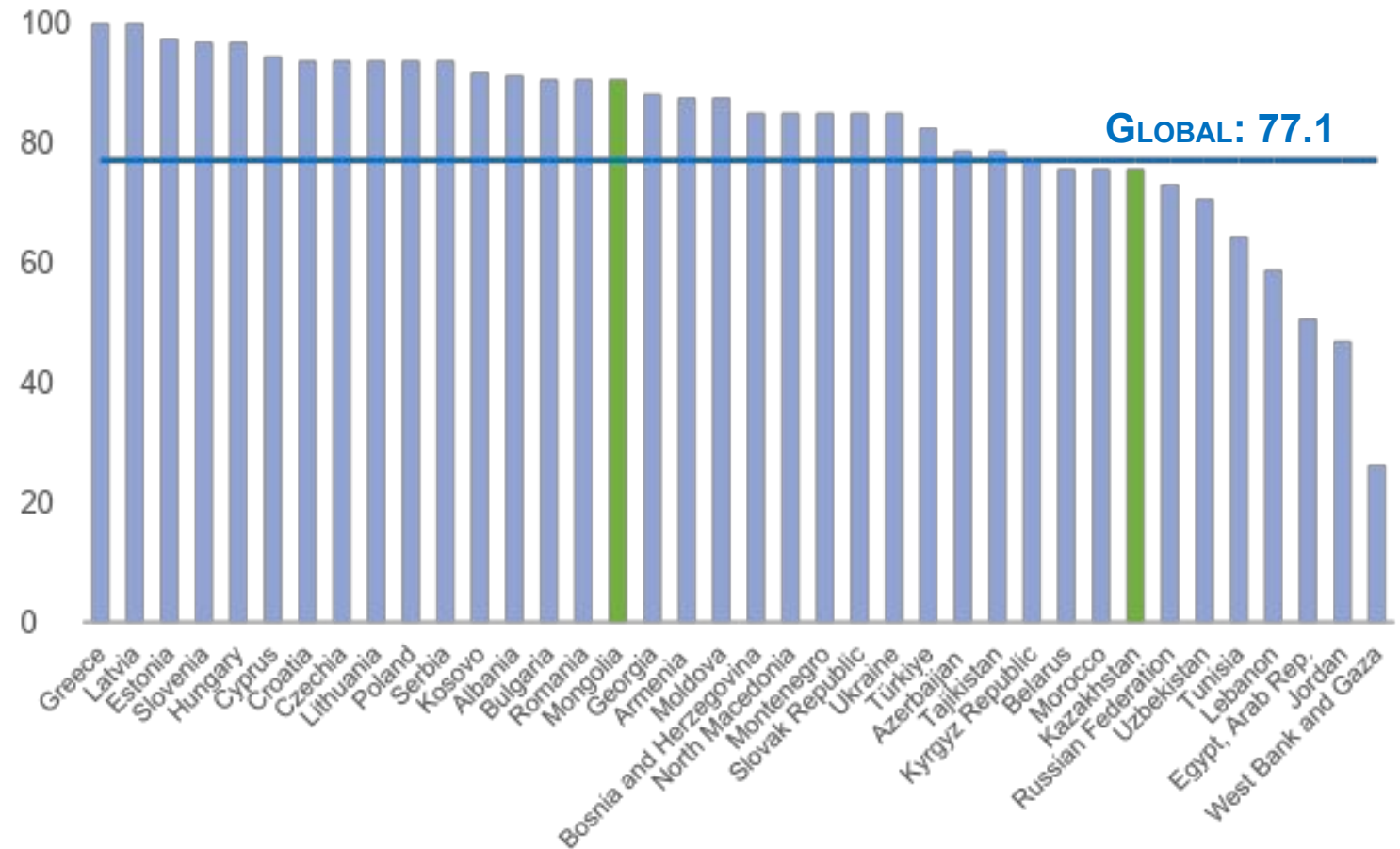


Helping women entrepreneurs access **know-how** through professional consultants, training and skills development and network-building activities

Supporting **policy-makers** to create gender-responsive legislation and improve the business environment for women

Women rights regulatory framework

- Equal treatment of women under the law correlates with larger number of women entering in the labour force and rising to managerial positions;
- Reforms which incentivize women to enter the workforce can serve the dual purpose of promoting gender equality and strengthening the economy's ability to withstand shocks;
- The global average WBL score is 77.1 out of 100. Hence, a typical woman has just three-quarters of the legal rights afforded to men. This is nearly 2.4 billion women of working age all over the world that are still not afforded equal economic opportunities;
- Most EBRD economies score above the global average. Two economies introduced reforms in 2022: **Mongolia** and Kazakhstan. The former **mandated equal remuneration for work of equal value and introduced paid paternity leave.**



Source: Women, Business and the Law report, 2023

WiB and Policy Dialogue



- Since 2014, the EBRD has promoted women’s financial inclusion through the flagship **Women in Business programme (WiB)**. It provides direct credit lines to women entrepreneurs, builds the capacity of financial institutions to support them, and provides mentoring and advisory to help women businesses build competitiveness and resilience.
- Since its inception, WiB has **extended more than EUR 900 million in credit lines through 58 financial institutions**, and reached more than 100,000 women-led SMEs with finance and advice.
- To further promote the financial inclusion of women, WiB was amended to **include a policy component**. At their core, **EBRD led policy dialogues brought together public and private stakeholders** to deliver inclusive policy reform and remove barriers to women’s entrepreneurship. Some examples:
 1. Mongolia, Tajikistan and Uzbekistan central banks high potential female employees have participated in **Women World Banking’s Leadership and Diversity programme**, assisting them in how to design inclusive policy reforms and building a talent pipeline for senior positions;
 2. Mongolia has **3 active FIs in the WiB programme**; As an economy with high share of female informal entrepreneurs, all Mongolian WiB participants are intimately engaged in improving their offering for women entrepreneurs;
 3. Albania, North Macedonia and Montenegro central banks engaged with the leading financial institutions and the Association of Banks through awareness-raising, capacity-building, outreach and organisation of trainings, reports and joint outreach events;
 4. In Morocco, EBRD supported Bank Al Maghreb (in partnership with AFI) on the development of the roadmap for economic empowerment of rural women in Morocco. EBRD managed to connect BAM with other IOs and stakeholders to build vocational training and access to skills.

EBRD Central Asia Women in Business Programme



EBRD's Women in Business Programme is our flagship response to this challenge.

Launched with the support of the Women-Entrepreneurs Finance Initiative (We-Fi) and the EBRD Small Business Impact Fund, the programme will support more than 7,000 women in Uzbekistan, Kyrgyz Republic, Mongolia and Tajikistan.

Case study : Regional Women Entrepreneurship Dialogue under Central Asia Women Leaders' Caucus



Международный Форум
"Расширение экономических прав и возможностей женщин для устойчивого развития в Центральной Азии и Афганистане"

15 Июня 14:00-16:30UST
Международный Вестминстерский университет в Ташкенте



Case Study, Mongolia: Suu Milk



- **Description:** Two projects (2019 and 2021). The client faced significant HR challenges in employee turnover and retention of key personnel

First Project - 2019

Deliverables: EOAP to support both the company's employees and female herders in the supply chain.

1. Review client's internal HR policies and practices;
2. Assessment of its supply chain to improve the client's operations according to international best practices;
3. Survey among all employees in relation to their perception of equal opportunities in the workplace.

Outcomes:

4. Adopted new HR policy: with paid leave to parents to care for sick children, work from home, unconscious bias trainings to the management & trainings for workers on workplace safety, bullying & sexual harassment;
5. Established a Gender & Social Committee to drive equality initiatives;
6. Signatory of UN Women Empowerment Principles (UN WEPs).

Second Project - 2019

Deliverables: Changes in supply chain (Herders Cooperative Program 2021-2031, aiming to advance equal opportunities among its - mostly women - supplier base) through:

1. Improved working conditions, enhanced work safety and higher wages;
2. Improved hygiene and quality of cooperatives' fresh milk supply;
3. New jobs in the remote areas;
4. Knowhow and managerial skills.

Outcomes:

5. Promote women as heads of cooperatives;
6. Provide better-targeted support to its suppliers, e.g. build pick-up facilities for fresh milk;
7. Support suppliers' in acquiring phones at significantly reduced rates, to let them access news, "Saali" (the existing training and capacity building platform) and the upcoming training app (currently under development).

Thank you.
Q&A

June 2023



European Bank
for Reconstruction and Development

we-fi
WOMEN ENTREPRENEURS
FINANCE INITIATIVE