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# **MDB Sponsored Regional Workshop**

## **WOMEN'S VOICE, AGENCY & PARTICIPATION**

June 2014



**European Bank**  
for Reconstruction and Development

# Session 6



European Bank  
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## Facilitating Equal Opportunities (EO) & Access to Finance



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# Equal Opportunities in Companies - IDO

## Istanbul Ferries (Turkey)



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### Examples of IDO's EO actions:

- Amended HR policy, drafted sub-policy on “*Diversity and Equality of opportunity.*”
- Aligned sub-contractor agreements with policy.
- Restructured recruitment process.

### Initial results:

- 41 women direct employees.
- 100 women indirect, sub-contracted employees.
- *Afken* – largest infrast. holding company – to follow lead.



*Before project, only 17/626 direct employees female, just 72/1000 indirect, sub-contracted employees*

# Dedicated Credit Line for Women-led SMEs (Turkey)

## Women's Access to Finance

Lack of collateral

Lack of adequate products and responses from banks

Women's own attitudes, lack of confidence, and society expectations

Limited opportunities for accumulating managerial experience

Gender financing gap estimated at USD300 million globally

Voice and Agency





# Women voices .....What do women say about access to finance?

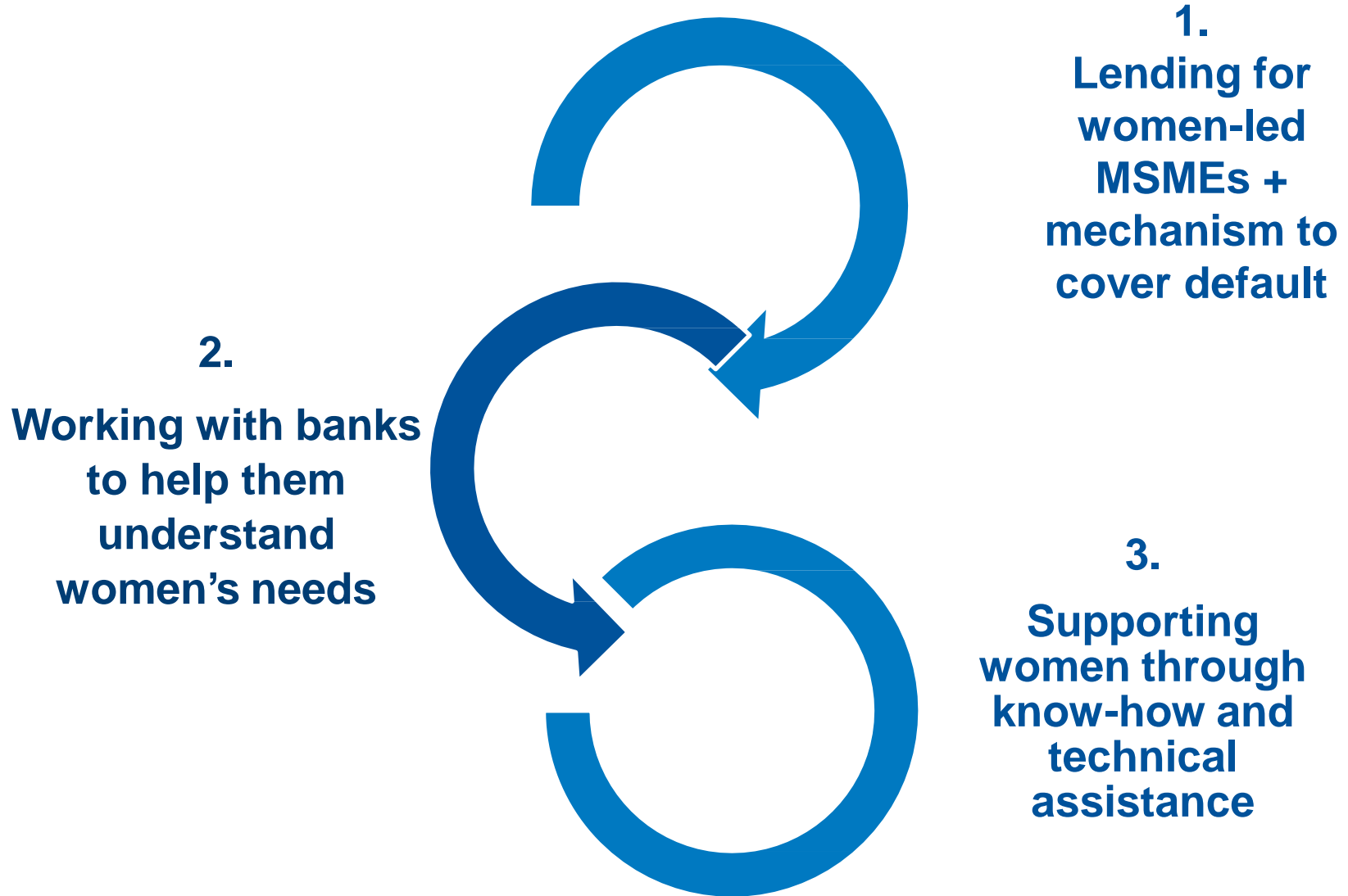


- *“It is not about being male or female, it is about collateral.”*
- *“It is about the bank understanding my business and my needs.”*
- *“It’s also about lack of support from family and friends... finance for what? Women are just not supposed to make it big...”*

# Credit lines for women-led MSMEs: an integrated response to women's problems to access finance



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# EBD credit lines for women



EUR 150 million on-lent to women SMEs  
in Turkey since 2012



EUR 375 million to be launched under  
programmes in Turkey, the Western  
Balkans, and the Eastern Partnership in  
the next 3 years



Similar credit lines to be developed in  
Egypt, Croatia and other countries in the  
future

- Legal barriers to women's access to finance in Morocco and Kyrgyzstan
- Women-led SMEs and their banking relationships in Turkey
- International best practices on financial products for women (*ongoing*)







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# EBRD Video: Gender Equality Works

<http://youtu.be/misYmpr925o>

# Contacts EBRD Gender Team



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