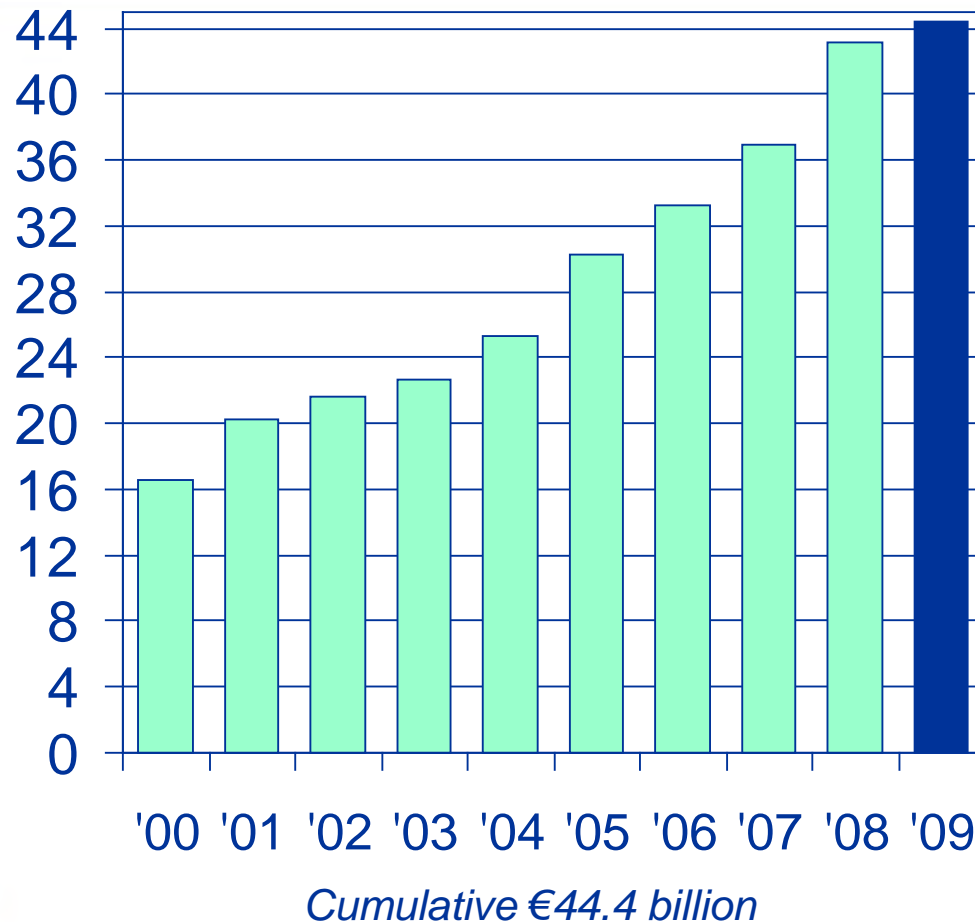


Gender in Due Diligence: Social Risk Mitigation and Benefit sharing

Michaela S. Bergman



What is the EBRD?



- International financial institution, promotes transition to market economies in 30 countries from central Europe to central Asia
- Owned by 61 countries and two inter-governmental institutions
- Capital base of €20 billion

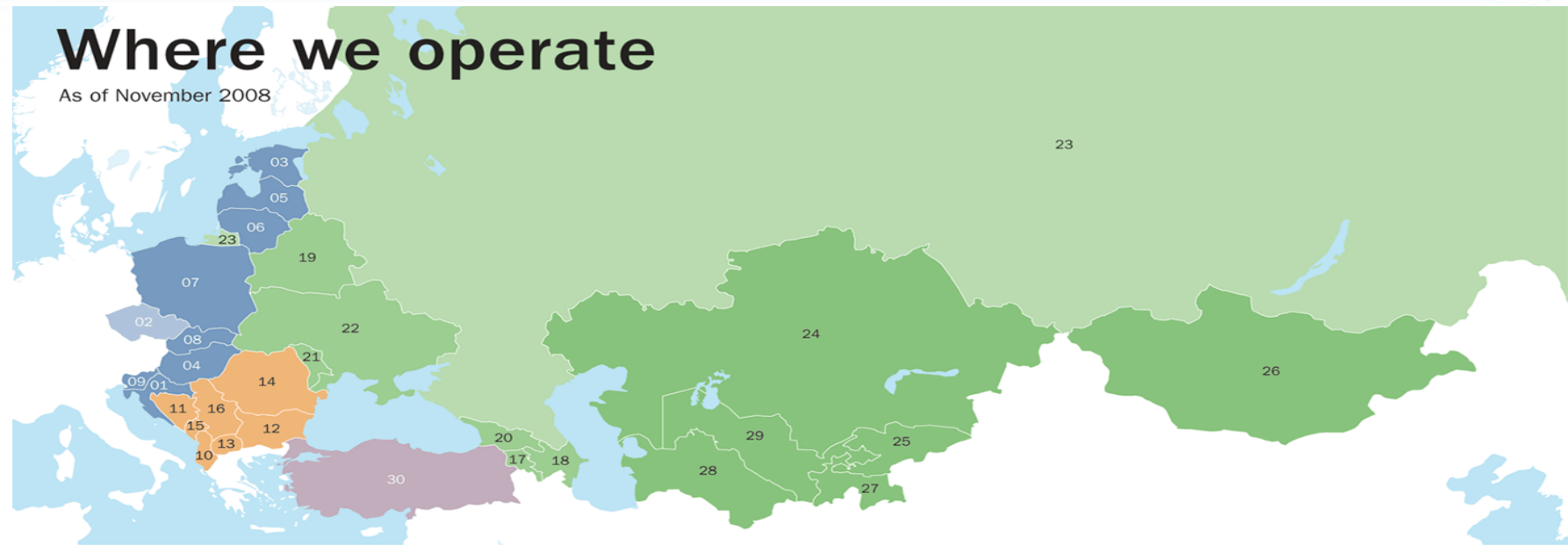
What are the EBRD's objectives?

- To promote transition to market economies by investing mainly in the private sector
- To mobilise significant foreign direct investment
- To support privatisation, restructuring and better municipal services to improve people's lives
- To encourage environmentally sound and sustainable development



A network of 36 offices in 30 countries

More than half our bankers based in the region

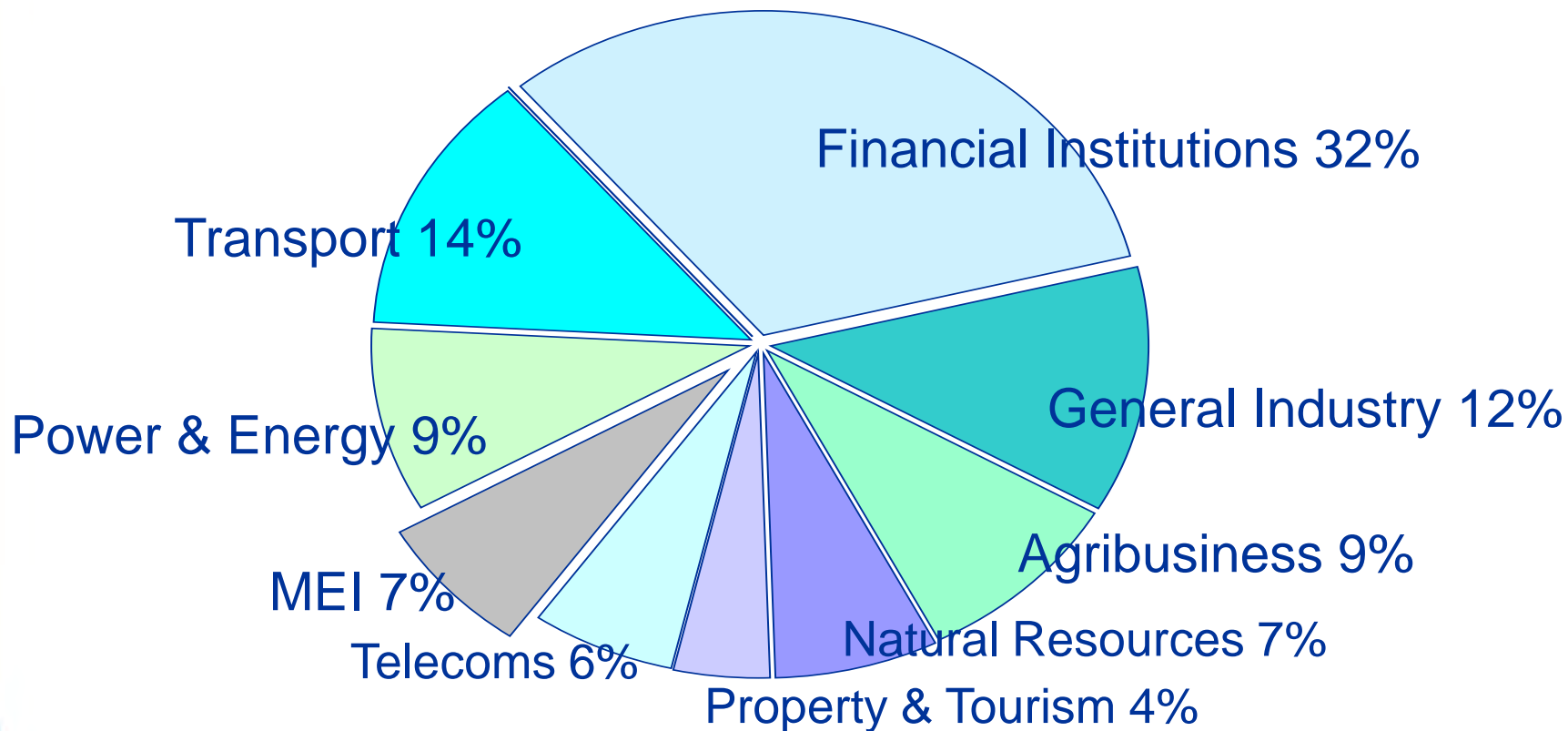


- | | | | | | |
|---------------------------|----------------------------------|----------------------|------------------|---------------------------|------------------|
| 01 Croatia | 10 Albania | 17 Armenia | 23 Russia | 24 Kazakhstan | 30 Turkey |
| 02 Czech Republic* | 11 Bosnia and Herzegovina | 18 Azerbaijan | | 25 Kyrgyz Republic | |
| 03 Estonia | 12 Bulgaria | 19 Belarus | | 26 Mongolia | |
| 04 Hungary | 13 FYR Macedonia | 20 Georgia | | 27 Tajikistan | |
| 05 Latvia | 14 Romania | 21 Moldova | | 28 Turkmenistan | |
| 06 Lithuania | 15 Montenegro | 22 Ukraine | | 29 Uzbekistan | |
| 07 Poland | 16 Serbia | | | | |
| 08 Slovak Republic | | | | | |
| 09 Slovenia | | | | | |

*as of the end of 2007, the EBRD no longer makes investments in the Czech Republic.



Net cumulative volume by sector



Unaudited as at 30 June 2009



Environmental and Social Policy 2008

Paragraph B-7 :

*Particular attention will be given to projects which include elements that focus upon promotion of decent work, reducing social exclusion, access to basic services, **gender equality**, transparency*



ENVIRONMENTAL & SOCIAL POLICY

Main policy: EBRD's commitment

Principles	Integrating E&S in mainstream projects (due diligence, legal, monitoring)	'Upside' projects & Partnerships
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Annexes: Performance requirements for EBRD clients/projects

1 E&S Assessment & Management	2 Labour & OHS	3 Environment	4 Community Health, Safety, & Security	5 Resettlement	6 Biodiversity	7 Indigenous Peoples	8 Cultural Heritage	9 FIS	10 Stakeholder Engagement
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Retrenchment

GHG
accounting

GUIDANCE FOR CLIENTS (Examples)

EManual

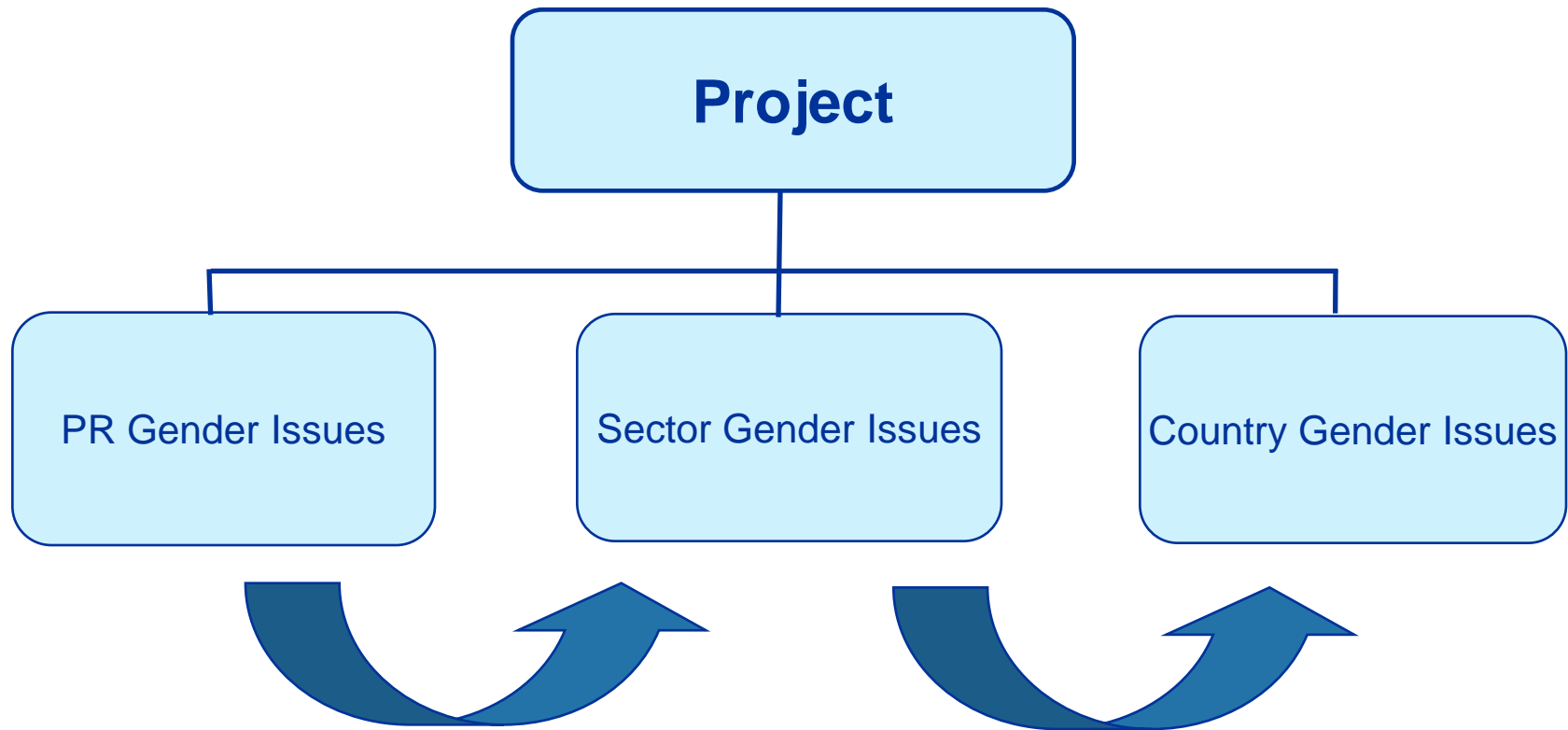
EBRD INTERNAL Environmental & Social Procedures

PUBLIC INFORMATION POLICY

⇒ 60/120 day disclosure requirement for EIAs/SIAs



Due Diligence Process



Intended Outcome

- To advise non-specialists of potential compliance risks
- To identify high risk in terms of non-compliance (for gender)
- To identify opportunities for good practice and going beyond requirements to work towards gender equality.

