

Tips to identify gender entry points as part of ESD Due Diligence

As part of your compliance work, you are well placed to identify gender opportunities and entry points for upside work in EBRD projects. Whenever you think that a project might have gender potential, you can always flag it to any colleague in the Gender Team, for them to follow up. We've prepared a few tips to help you in this process based on our experience screening projects for gender opportunities in the last four months.

When	What to look for	Why	What to do next
During CRM desk review	Projects in SEMED, Turkey, and Central Asia;	These are SGI priority countries with large gender gaps and therefore more likely to offer opportunities to address gender inequalities in employment, access to finance, access to services and land acquisition.	Bring it to the attention of any colleague in the gender team.
	Projects where a large number of jobs is likely to be created;	Where Equal Opportunities components can be proposed to improve women's participation in the workforce.	
	Clients with a large workforce;		
	Projects with training components;	Where gender components can be proposed to ensure women's participation in skills transfer.	
	Projects with links to the supply chain;	Where links to final beneficiaries allow for development of components with actions to improve women's economic empowerment, or improve access to decent jobs in the formal sector.	
	Projects in agri-business	Can have large workforces, have links to the supply chain and/or training components.	
	Project in Natural Resources, Manufacturing, and Construction;	Usually have large workforces and/or create a lot of jobs (in construction as well as operations).	
	Projects in Transport, and MEI;	Usually have direct impact in final beneficiaries and offer opportunities to ensure that men's and women's needs and women specific barriers are addressed.	
	Projects in FI;	Where credit lines for women can be developed.	
In the DD questionnaire/ consultant's ToRs	Whenever possible, ask for sex-disaggregated data of the labour force of the client (and the supply chain) by position and sectors/department and information on HR policies, practices and company facilities.	To identify large gender gaps in employment or barriers for women's career advancement that could be, depending on the sector and the client circumstances, be addressed through targeted EO policies.	Bring the results to the attention of the gender team to see if it's worth taking it forward.
During field-visits as part of due diligence	Whenever possible, ask some exploratory questions like <i>"What do you do to ensure equal opportunities between men and women in your company?"</i> And mention that the bank has a new SGI and gender team which can support them.	Such questions can prompt clients which are already implementing good gender practices to tell you about them, or can help spot highly committed HR teams with whom the gender team can follow up in the future, as well as potential problems early on in the process.	If the client shows interest in discussing gender issues, bring the project to the attention of the gender team.

