



## Promoting Gender Equality: EBRD's Approach

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for Reconstruction and Development

# The EBRD works with clients and policy partners to build human capital and scale up gender mainstreaming in the face of long term change and sudden shocks

## Strategy for the Promotion of Gender Equality



### THE GREEN ECONOMY

- Gender mainstreaming into Green Cities, Renewables FWS, agri / irrigation, JT



### THE DIGITAL ECONOMY

- STEM / digital skills and jobs for women
- Digital entrepreneurship, responsible use of AI and digital technologies



### THE CARE ECONOMY

- Investments in public and private care provision
- Enhancing care policies and practices and corporate and national policy levels



### VOICE, AGENCY AND ADDRESSING GBVH

- Women in boards/snr management
- Women's participation in policy making
- Tackling Gender Based Violence and Harassment

## ALIGNED STRATEGIC FOCUS AREAS

BUILDING INCLUSIVE AND GENDER-RESPONSIVE FINANCIAL SYSTEMS

BROADENING ACCESS TO SKILLS, EMPLOYMENT AND SUSTAINABLE LIVELIHOODS

CREATING INCLUSIVE AND GENDER-RESPONSIVE SERVICES AND PUBLIC GOODS

## Equality of Opportunity Strategy

Investments and policy engagement to tackle inequalities as they arise due to...

LARGE-SCALE SHOCKS / COVID CRISIS



REGIONAL DISPARITIES, URBANISATION AND MIGRATION



CLIMATE CHANGE



DIGITALISATION AND FUTURE OF WORK



... and to enhance human capital resilience.

Promoting Inclusive Regions and Cities

Enhancing green / digital / STEM skills and jobs

Creating Inclusive and gender equal Financial Systems

Providing Inclusive Infrastructure Solutions

Supporting a Just Transition towards a green economy

## Targeted Approaches across three Pillars

We work across three strategic focus areas to improve access to employment skills, services, finance and entrepreneurship.



### Green, Digital and STEM Skills and Jobs

Investments focus on areas **where skills gaps remain large and address mega trends such as the green and digital transitions** to promote human capital development for the future of work. EBRD will strengthen its engagement with **TVET / tertiary education** providers and authorities to enhance national skills governance systems and standards, while **gender-responsive accredited training solutions** will make clients ready for new technology adoption and green advancements.



### Inclusive Cities and Regions

The Bank also promotes **gender-transformative urban and regional planning and design**, and inclusive stakeholder engagement under the extension of the flagship EBRD's Green Cities programme. In this context, the Bank will step up its support of corporates and public sector clients to deliver solutions that **address key challenges such as Gender-Based Violence and Harassment** and provide safe and equal access to public goods services, including energy services, for all.



### Women in Business Programme

EBRD will further expand the Women in Business flagship programme, while developing new initiatives to **boost financial inclusion of underserved segments** through dedicated facilities and capacity building on **fin-tech** solutions. **Inclusive supply chains** and supply chain financing for women-led SMEs will be explored in this context. As part of the We-Fi partnership, EBRD is also working to **improve the enabling policy and legal environments for women's entrepreneurship**.



## Tailored Responses for our Region – An Example from Kazakhstan

We tackle distinct country-level, sector-level and enterprise-level gaps with sustainability at the heart of our interventions. We often start from the demand side: the real needs of businesses for a skilled and diversified workforce; and then focus on the supply side and on the broader policy environment.

### Promoting Equal Opportunities

With support from the Green Climate Fund, the EBRD has provided technical assistance in Kazakhstan to identify women's economic opportunities in renewables and **develop a roadmap on promoting women's participation in the renewable energy sector.** Leveraging partnerships between the EBRD and private sector clients, national ministries and education providers, the initiative will provide women with “green skills” and employment opportunities in the sector.



### Developing National Skills Standards

EBRD is also developing 10 National Occupational Skills Standards (NOSS), under the Kazakh Joint TC Fund, with the clients **under the Integrated Approach to Energy and Natural Resources**, for emerging professions, such as Cyber Security Managers. The NOSS will allow **all companies to recruit based on transparent skills requirements and enable education institutions to teach relevant skills in line with employer's needs.**



### Removing Banned Occupations

Several years of support and lobbying the Kazakhstan Ministry of Employment led to a **major reform of the labour code** in the country. At the end of 2021, **all restrictions on the employment of women across any sectors and types of occupations were removed**, empowering women to enter high-paid and high-growth sectors.

**EBRD/KAZENERGY**  
The role of women in the  
energy sector in Kazakhstan

Final report  
April 2020

