

Integrating Gender Mainstreaming from the Client all the way to the Board



Hannah Siedek EIB



Liza Guzman Accion



Esteban Altschul BancoSol



Eugénie Constancias Entrepreneurs du Monde



Duong Nguyen Anh Chi Em





Your female borrowers are interested in your loans. However, nevertheless, you realize that women are more likely NOT to renew their loan mentioning tensions at home. What do you do?

- You decide to focus on male customers
- You change the loan contract to require the husband's signature as well
- You study the women's experience of your services and their impact, using the data available in your MIS and carrying out a qualitative study
- You try to understand what are the social norms affecting the situation and make changes to ensure women can use your products



#emw2023







A young female borrowers cannot repay her loan some months after she got married.

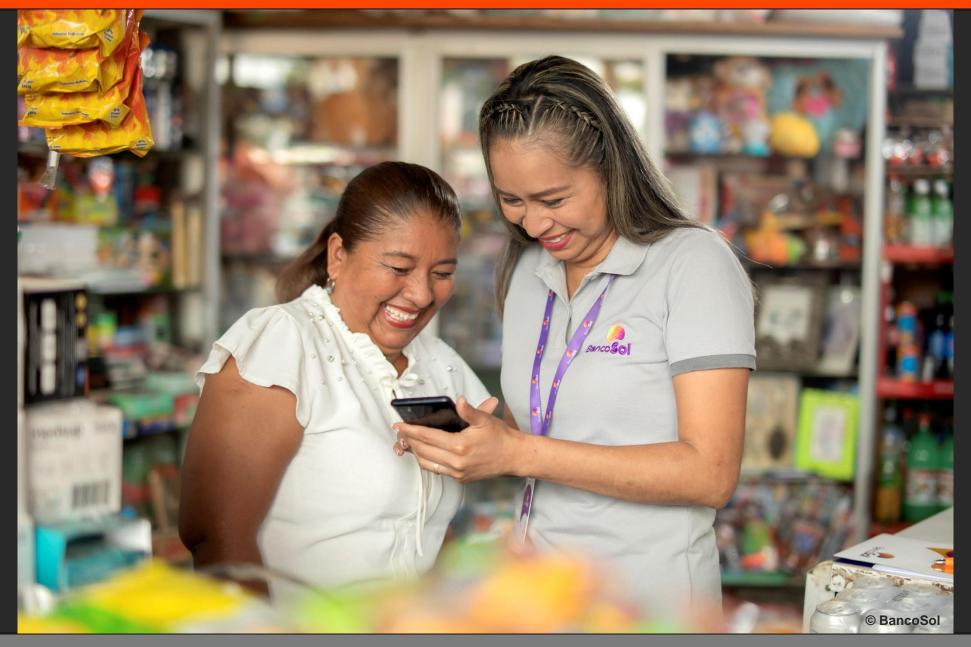
What could you do

to better understand the situation and find

- **Solutions?** You go and visit her while her husband is away
- You discuss directly with her husband
- □ In the future, start offering capacity building services, social advocacy and individual counselling



#emw2023







During a board meeting, one director maintains that Mr X's application is stronger than that of Ms Y because "he's a man and there's no risk of him going on

- ☐ You realise just how important a person's gender is in this province in terms of getting the job done.
- You diplomatically remind the manager that the candidate's gender is not a skill and you plan a discussion to go back over the profile of the two candidates.
- You reply that you find his remark sexist and that you wonder how he feels about beneficiaries who are 90% female and moreover from ethnic minorities. At the same time, you suggest opening a day nursery next to the office.



#emw2023











Integrating Gender Mainstreaming from the Client all the way to the Board

