



BRICS FEMINIST WATCH

Our research on IFI should have policy action agenda for NDB projects to include the following:

1. Recognise women as independent stakeholders in the development process.
2. Recognise women as economic agents with knowledge and skills in all aspects of development.
3. All aspect of IFI should be based on human rights. Recognise women as individual right holders.
4. Address structural forms of inequalities including all forms of poverty; gender, age, race, class, ability, location (rural/urban) employment status, nature of work, nationality, ethnicity, language, religion, sexual orientation, marital status etc. Ensure all aspects of IFI work is based on principles of equality and non discrimination. Provide and analyze disaggregated data along all categories of discrimination as listed above.
5. Include gender responsive indicators for all aspects of the project.
6. Increase *women's empowerment* through asset building with ownership and control rights of productive resources especially in energy access and use; and infrastructure development. Also ensure women's equal access to basic rights and essential services.
7. Protect and promote *decent work*¹ and *sustainable livelihoods*² for women.
8. Recognise women as workers, farmers and producers. Recognise the value of *women's work including unpaid work*. Address the unfair, unequal burden of unpaid work that women do including care work, cooking, cleaning, collecting fodder, water and fuel and work in subsistence forms of livelihoods. Recognise, redistribute and reduce this burden of unpaid domestic and care work.
9. Ensure *adequate representation* of women in decision making bodies set up for the project development and implementation. This would include participation in planning, implementation, monitoring and evaluation.
10. Ensure women-focused *skill development* to handle the traditional and new production technologies;
11. Ensure women's *financial inclusion* including quotas/ priority sector for women's access to institutional credit for setting up small and medium scale enterprises, as well as start ups.
12. Include proportionate numbers of women in the structure of IFIs – making policies, planning and execution of projects.
13. Consider the differential long-term, sustainable *impacts* of projects and/or IFI-endorsed policies on diverse social groups of the community
14. Acknowledge multiple forms of *discrimination and violence* women face within home, work sites and public places that limits them to participate in production

¹ The [International Labour Organization](#) (ILO) defines decent work to include opportunities for work that is: 1. productive and delivers a fair income, 2. security in the workplace (fair and just conditions of work) and 3. Provides social protection, 4. And recognises the right to organise by providing freedom to organize and participate in the decisions that affect one's lives.

² Sustainable Livelihoods includes right to food (food security, food sovereignty, food production) right to productive resources include natural resources (land, water, forests), energy, technology, credit and access to markets.

- activities. Recognise and address discrimination in markets (labour, finance etc.) and in institutions (family, media etc.).
15. Evaluates project from gender lens to ensure it proactively prevents discrimination and violence faced by women and girls.
 16. Lending policies should favour sectors such as education and health which are vital for building and ensuring agency of girls and women.

Gender framework for Human Resources:

1. Ensure all positions are open for women to apply and get hired. There is no discrimination in hiring, promotion, or wages/ salaries etc.
2. Have a proactive hiring policy to make sure women candidates apply for the position.
3. Ensure 30 to 50% of women in all aspects of IFI including senior staff, management, board etc.
4. Ensure equal pay for the same and similar work and women have equality in promotions and all other benefit.
5. Have a policy of flexi hours and option to work from home to make it convenient for new mothers to work.
6. Provide adequate maternity and paternity benefits. Also include policy for parents that are adopting, same sex parents etc.
7. Have child care facility at the bank
8. Have a policy for zero tolerance policy for any form of violence at work place including sexual harassment
9. Have a grievance redressal mechanism that is gender responsive.
10. Provide transport facilities for safe commute for women
11. Policies to ensure skill development through trainings and refresher courses in management and digital fluency for women employees.