



WEMAN GENDER JUSTICE DRAFT PROTOCOL FOR FINANCIAL SERVICES

- organisational mandates, vision and objectives of all financial service providers have explicit commitment to gender equality of opportunity and women's empowerment.
- organisational gender policies support this commitment, developed through a participatory process with staff and clients, integrated into all staff training and including gender equitable recruitment, employment and promotion.
- removal of all forms of gender discrimination in access to all forms of financial services as an integral part of product and service development, including technological innovation.
- financial services contribute to women's empowerment through effective design of products, non-financial services including financial literacy, and client participation.
- gender indicators are an integral part of social performance management and market research.
- consumer protection and regulatory policies integrate gender equality of opportunity and empowerment.
- gender advocacy in areas like women's property rights and combating gender-based violence essential to removing gender discrimination and empowerment are an integral part of the advocacy strategy.
- the specific needs and interests of very poor and vulnerable women are included in all the above

This Draft protocol was produced as a result of many national and regional workshops on gender and micro-finance involving over 350 organisations since 1998. In the above form it was signed by over 400 participants at the Asia Pacific MicroCredit Summit, July 2008. It was then adapted for Latin America and endorsed by over 100 participants and organisations at WEMAN workshops in Quito, presentations at the Latin America and Caribbean Summit and Village Banking Forum in Colombia June-August 2009.

Developing the protocol is an ongoing global participatory initiative. If you would like to comment or make suggestions on its further development and promotion, please contact Linda Mayoux at l.mayoux@ntlworld.com or any of the contacts on the wemanglobal website <http://www.wemanglobal.org>.