

GENDER ACTION PLAN

Project Outputs	Gender Design features/Activities
1. Development of skills and management capacity of micro and small enterprises and their employees	<ul style="list-style-type: none"> - Ensure that gender issues and analysis informs all the foundation studies: socio-economic baseline survey, value chain assessment and market study. - Women will comprise 50% of participants in all village consultations and awareness raising seminars - 60% of the members of producer groups are women - All training materials will be prepared in consultation with community women and other stakeholders, to ensure that these are easily understood and sensitive to gender and ethnicity - Ensure that training materials on safe migration and life skills include gender issues in migration, including gender dimensions of risk, vulnerability and protection. - At least 60% of participants in all trainings will be women - At least 60% of trained master trainers will be women - All trainings are conducted in locations and at times convenient for women - At least 60% of newly developed enterprises will be owned by women
2. MSEs strengthened access to business services, credit and commercial networks	<ul style="list-style-type: none"> - All training materials will be prepared in consultation with community women and other stakeholders, to ensure that these are easily understood and sensitive to gender and ethnicity - At least 60% of trainees in training on business development/ accounting and savings and credit groups, will be women. - 60% of producers/ retailers who have accessed credit are women. - At least 60% of participants in national and regional trade fairs are women. - 50% of the participants in product design competition for innovative handicrafts are female.
3. Improved infrastructure to support MSE access to markets and processing facilities	<ul style="list-style-type: none"> - Women will comprise 70% of producer/retailers participants in all village consultations/planning meetings on the development of project infrastructure - 60% of the vendors provided space in the local craft and product market will be women. - Ensure that the market and processing facility includes separate latrines for women and men and adequate lighting for security of women. - At least 40% of members in market management committee and vendor associations are women - At least 60% of community members employed in project supported infrastructure are women. - Management, operation and maintenance plans will include strategies to ensure women's involvement in the management, operation and maintenance of the market and processing facilities, including quotas for membership in relevant committees