

### GENDER ACTION PLAN

Activities (activity numbering corresponds to the design monitoring framework)	Targets and Indicator	Responsible Unit	Timeframe
3. Capacity of SMEs in targeted clusters for accessing financial services enhanced			
3b. By 2018, 500 actual and potential women entrepreneurs from SMEs in the three clusters (ICT/BPO, fruits and vegetables, and rubber) trained in business development and management (including financial literacy) (2015 baseline: 0)			
3b.1 Conduct a gender responsive value chain analysis of the three targeted clusters and develop a strategy for expanding and strengthening women entrepreneurship and financing, and helping them move up the value chain in the three clusters by Q2 2016	<ul style="list-style-type: none"> <li>• Gender responsive value chain analysis of ICT/BPO, fruits &amp; vegetables, and rubber clusters conducted</li> <li>• Strategy for expanding and strengthening women entrepreneurship in the three clusters developed and approved by Export Development Board</li> </ul>	<ul style="list-style-type: none"> <li>• Export Development Board</li> <li>• Consultant organization</li> </ul>	Q2 2016
3b.2 Provide business development services (BDS) to women entrepreneurs (WE) as per the recommendations of the analysis by Q3 2016	<ul style="list-style-type: none"> <li>• Business development services (including accessing credit facility) provided to at least 500 women-owned/led SMEs in three clusters (distribution of 500 in the three clusters to be based on the results of gender responsive value chain analysis)</li> <li>• At least 5% of sub-borrowers of credit facility (of associated loan project) are women-led SMEs</li> </ul>		Q3 2016
3b.3 Assess the capability development needs of WE and design training modules on business development and management (including financial literacy) in three clusters based on identified capability development needs by Q3 2016	<ul style="list-style-type: none"> <li>• Training modules designed based on identified capability development needs of WE</li> </ul>		Q3 2016
3b.4 Launch initiatives to strengthen networks of women entrepreneurs by Q1 2017	<ul style="list-style-type: none"> <li>• At least three forums of WE conducted</li> <li>• Success stories of at least six women entrepreneurs in three clusters (2 stories per cluster) documented and disseminated widely</li> </ul>		Q1 2017

3b.5 Train 500 actual and potential women entrepreneurs in business development and management (including financial literacy) in the three SME clusters by Q4 2018	<ul style="list-style-type: none"> <li>• At least 500 actual and potential WEs trained</li> <li>• Business management plans of at least 60% of trained WEs passed the standards/evaluation of trainers</li> </ul>		Q4 2018
4. International competitiveness of ICT/BPO cluster strengthened			
4b. By 2017, at least 500 females participated in career events for working in ICT/BPO cluster (2015 baseline: 0)			
4b.1 Identify economic, social and regulatory barriers that prohibit women from entering and staying in the ICT/BPO cluster, to include an assessment of the cost and benefits of statutory prohibitions on female working hours, and develop a cluster strategy to attract women workers by Q3 2016	<ul style="list-style-type: none"> <li>• Barriers to women's participation in the ICT/BPO cluster identified to include a report that assesses the costs of statutory prohibitions against women working at night</li> <li>• Strategy to attract women workers to enter and stay in the ICT/BPO cluster developed</li> </ul>	<ul style="list-style-type: none"> <li>• Export Development Board</li> <li>• Consultant organization</li> </ul>	Q3 2016
4b.2 Provide support for school career counselors to construct strong network with ICT/BPO professionals by Q1 2017	<ul style="list-style-type: none"> <li>• MOU forged with identified educational institutions</li> <li>• School career counselors regularly updated on developments and work opportunities in the ICT/BPO cluster</li> </ul>		Q1 2017
4b.3 Launch a career forum for females with interest in the ICT/BPO cluster by Q1 2017	<ul style="list-style-type: none"> <li>• Participating schools developed networks with ICT/BPO professionals</li> </ul>		Q1 2017
4b.4 Facilitate participation of at least 500 women in career events in the ICT/BPO by Q4 2017	<ul style="list-style-type: none"> <li>• At least 500 female students and alumni attended career forums on ICT/BPO conducted under the Project</li> </ul>		Q4 2017

BDS = business development services, BPO = business process outsourcing, EAs/IAs = executing agencies/implementing agencies, IT = information technology, ICT = information and communication technology, MOU = memorandum of understanding, PFIs = participating financial institutions, SME = small and medium-sized enterprise, WE = women entrepreneurs.