

GENDER ACTION PLAN

Activities	Performance Indicators and Targets	Responsible Unit	Timeframe
Output 1. Financing to SMEs through formal intermediaries increased			
1. Monitor PFI's compliance with the project agreement covenants and disbursement requirements	1. Participating banks assessed to have complied with the disbursement of \$9.5 million of the We-Fi grant to qualified women-led SMEs in accordance with the project's disbursement requirements ^a (2015 baseline: 0) 2. At least 250 women-led SMEs accessed We-Fi grant financing by 2020	PMU, PFIs	Q2 2020
Output 3. Capacity of SMEs to access financial services enhanced			
2. Develop new strategy to promote women's entrepreneurship in three targeted clusters	3. Gender responsive value chain analysis of ICT-BPO, fruits and vegetables, and rubber clusters conducted 4. Strategy for expanding and strengthening women entrepreneurship in the 3 clusters developed and approved by EDB	EDB, consultant organization	Completed in Q2 2017
3. Assess the capability development needs of women entrepreneurs, and design training modules on business development and management (including financial literacy) in 3 clusters based on identified capability development needs	5. Training modules designed based on identified capability development needs of women entrepreneurs		
4. Train 750 actual and potential women entrepreneurs in business development and management (including financial literacy)	6. At least 500 actual and potential women entrepreneurs trained in business development and management (including financial literacy) in 3 SME clusters 7. At least 250 existing and potential female entrepreneurs in total trained in business development and management across all SME clusters 8. Business management plans of at least 60% of trained women entrepreneurs passed the standards and/or evaluation of trainers	Consultant organization, EDB	Q4 2019
5. Develop interactive online platform including mobile applications for networking	9. At least 450 women entrepreneurs registered as members of e-platform	Consultant organization	Q2 2020
Output 4. International competitiveness of ICT-BPO cluster strengthened			
6. Identify economic, social, and regulatory barriers that prohibit women from entering and staying in the ICT-BPO cluster, and assess the cost and benefits of statutory prohibitions on female working hours, and develop a cluster strategy to attract women workers	10. Barriers to women's participation in the ICT-BPO cluster identified and the costs of statutory prohibitions against women working at night assessed 11. Strategy to attract women to enter and stay in the ICT-BPO cluster developed	Consultant organization, EDB	Completed in 2017
7. Provide support for school career counselors to form strong network with ICT-BPO professionals	12. MOU forged with identified educational institutions 13. Career counselors in at least 5 schools are updated at least quarterly on developments and work opportunities in the ICT-BPO cluster		Q3 2018

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8. Launch a career forum for women with interest in the ICT-BPO	14. At least 3 participating schools developed networks with ICT-BPO professionals		
9. Facilitate the participation of at least 500 women in career events in the ICT-BPO	15. At least 500 women attended career forums on ICT-BPO		
Output 5. Gender-inclusive policy and regulatory framework and support enhanced			
10. Conduct a gender assessment of government agencies' support for women entrepreneurship	16. Gender gap assessment of existing policies in at least 3 government agencies completed and action plans to support women entrepreneurs developed	Consultant organization	Q1 2019
11. Train the trainers of government agencies on gender-inclusive entrepreneurship	17. By 2020, at least 25% of government staff surveyed in the 3 agencies completing action plans to support women entrepreneurship report higher levels of awareness of gender-specific challenges in women's entrepreneurship (2015 baseline: not available)		Q3 2019
12. Conduct a gender assessment of CSOs' support for women entrepreneurship	18. Action plans to support women's entrepreneurship developed for at least 2 CSOs		Q1 2019
13. Conduct technical seminars for CSOs	19. Participants of technical seminars report increased knowledge of challenges and policy opportunities for women's entrepreneurship (baseline: 0)		Q3 2019
14. Conduct a gender assessment of the PFIs' practices, products or services, and policies	20. At least seven PFIs' Board of Directors endorsed new gender-responsive business policies and practices by 2020.	Consultant organization, PFIs	Q3 2019
Output 6. Evidence base on women's entrepreneurship to inform future policymaking strengthened			
15. Conduct baseline and endline surveys on women-led SME borrowers benefitting from We-Fi grant	21. One impact evaluation report submitted to the SME Steering Committee	Consultant organization	Q1 2019 (baseline) Q3 2020 (endline)
16. Conduct a policy research on the challenges of women entrepreneurship in Sri Lanka	22. A policy paper on women's entrepreneurship in Sri Lanka endorsed by SME Steering Committee		Q1 2010
17. Disseminate the results of the project through national and regional seminars, and development communications	23. At least 4 success stories of women-led SMEs who have benefitted from We-Fi funding documented 24. 4 national and regional seminars in total held to disseminate the findings on women entrepreneurship development challenges and solution		Q4 2020

BPO = business process outsourcing, CSOs = civil society organizations, EDB = Export Development Board, ICT = information and communication technology, MOU = memorandum of understanding, PFI = participating financial institutions, PMU = project management unit, SME = small and medium-sized enterprises, We-Fi = Women Entrepreneurs Finance Initiative.

^a The disbursement requirements are (i) 20% of the number of subloans must be lent to subborrowers that have not previously borrowed from a licensed commercial or specialized bank; (ii) 20% of the number of subloans must be lent to subborrowers that are led by women; (iii) 70% of the total subloan amount must cumulatively be lent to targeted SMEs, including SMEs which are either (a) located outside Colombo district, (b) borrowing for working capital against which fixed or financial assets are not pledged, (c) led by women, or (d) not previously borrowed from a licensed commercial or specialized bank; (iv) 80% of the loan and 80% of the grant from the previous allocation must be disbursed.

Source: Asian Development Bank.