

GENDER ACTION PLAN

Activity	Performance Targets / Indicators	Responsibility	Time frame
Outcome: Microenterprises' access to MFI financing increased			
1. Microenterprise borrowers of PKSf's partner MFIs increased by 100,000	1. Of the total borrowers, whom at least 80% are women borrowers (80,000) (Baseline: NA)	PKSF, partner MFIs	December 2027
2. Women economically empowered by expanding microenterprises	2. At least 56,000 women economically empowered (Baseline: NA)	PKSF, partner MFIs	December 2027
Output 1: PKSf funding to MFIs for microenterprise financing expanded			
3. Extend PKSf funding to partner MFIs for women borrowers.	3. At least 80% of PKSf's Tk27 billion total microenterprise loans outstanding to partner MFIs are accessed by women borrowers (June 2020 baseline: Tk16 billion, of which 78% are for women borrowers).	PKSF, partner MFIs	January 2023 – December 2027
Output 3: PKSf's and partner MFIs' institutional capacity and viability enhanced			
4. Update and implement PKSf business plan with GESI focus.	4. PKSf business plan updated and implemented. 5. GESI elements in the business plan is likely to include: (i) GESI specific operational milestones; (ii) capacity development plan for GESI operations; and (iii) performance targets focusing on expanding services to women and vulnerable.	PKSF	January 2023 – December 2027
5. Implement institutional development plan milestones and performance targets (including GESI targets) for 40 partner MFIs.	6. At least 80% milestones and performance targets (including GESI targets) implemented. 7. GESI milestones and targets are likely to include: (i) targets for outreach to women's entrepreneurs; (ii) targets for the development of in-house GESI capacities of MFI staff; and (iii) targets for capacity development of entrepreneurs.	PKSF, partner MFIs	
6. Conduct women entrepreneurship development training.	8. 98 partner MFIs demonstrated enhanced skills to conduct women entrepreneurship development training. 9. At least 60,000 women reported increased entrepreneurship skills including business development and planning, enterprise registration, taxation, basic accounting, company registration and legal filing, taxation, marketing, supply, and inventory management.		
Management Activities			
7. Conduct gender sensitization training for PKSf and Partner MFIs.	10. PKSf project staff (including 90% of eligible women) demonstrated enhanced knowledge on GESI responsive finance project design, requirements for GAP implementation, monitoring and reporting and women entrepreneurship development. 11. Partner MFIs oriented on PKSf approved medium-term gender strategy and action plan.	PKSF	January 2023 – December 2027

GESI = Gender Equality and Social Inclusion, MFI = microfinance institution, PKSf = Palli Karma Sahayak Foundation.
Source: Asian Development Bank.