

GENDER ACTION PLAN
(Uzbekistan: Second Small and Microfinance Development Project)

Impact: More individuals earn their livelihood in the formal private micro and small enterprise (MSE) sector¹
Outcome: Financially viable sub-borrowers have increases and improved access to bank credit²

Rationale / Objectives	Activities	Performance Target / Indicators	Responsibility	Timing
Component 1 : Collection and Updating of Relevant Sex-Disaggregated Data				
1.1. To establish baseline data that will be used as a basis for planning and the monitoring progress and measuring impact of the project to women and men.	1.1.1. Collection of sex-disaggregated baseline data	a) Formulation of the research design, Identification of socio-economic indicators , Baseline Data collection, Gender analysis at the start and near-end of the project	Baseline data collection at start of project by the TA Consultants with MOF's and Women's Commission's support Assessment of follow-up data gathered prior to and during Project Completion Report mission against baseline data, with MOF's and Women's Commission's support	4Q 2010 Within 6 months from project closing
Component 2 : Strengthening technical appraisal capacity of PCBs in assessing sustainable lending to viable MSEs³				
2.1. To enhance the capacity of PCBs to incorporate gender mainstreaming concepts into MSE collateral-less credit appraisal.	2.1.1. Develop program and conduct training on gender-sensitive MSE credit appraisal for PCBs staff.	a) Development of a gender-sensitive MSE credit appraisal guideline b) Number of PCBs staff trained on the use of the guideline ⁴	Gender Specialist PCBs	3Q 2010 to 2Q 2011
Component 3 : Improving entrepreneurial capacity of women sub-borrowers and MCOs⁵				
3.1. To upgrade business skills of MSE women entrepreneurs.	3.1.1. Training for MCOs and women sub-borrowers on gender-sensitive business-planning and management	a) Development of a MSE gender-sensitive Business Planning and Management training manual b) Number of sub-borrowers trained on gender-sensitive business planning and management.	TA Team, Gender Specialist TA Team, Gender Specialist	3Q 2010 to 2Q 2011

¹ Basis: RRP- DMF dated March 2010

² Basis: RRP- DMF dated March 2010

³ Basis: RRP – DMF – Output #1, dated March 2010

⁴ To be monitored through the PCBs' progress reports.

⁵ Basis: RRP – DMF – Output #2, dated March 2010

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Rationale / Objectives	Activities	Performance Target / Indicators	Responsibility	Timing
Component 4: Increasing PCBs outstanding loans to financially viable women sub-borrowers⁶				
4.1. To improve MSE women entrepreneurs' access to credit	<p>4.1.1. Develop and offer new women-friendly financial products and banking procedures</p> <p>4.1.2. Public awareness campaign to promote women entrepreneurship</p>	<p>a) At least 25% of the number of sub-loans made under the Project by the PCBs are granted to women sub-borrowers (see Footnote 4)</p> <p>b) At least one third of MCOs' sub-loans made under the Project are granted to women sub-borrowers⁷</p> <p>c) Percentage volume of sub-loans made under the Project are granted to MSE women entrepreneurs (see Footnote 4)</p>	TA Consultants, PCBs, MCOs	2010 - 2013
Component 5 : Plan Implementation and Monitoring				
5.1. To establish a working structure and process that will ensure implementation of this gender action plan.	5.1.1. Recruitment of a Gender Specialist	a) Project Gender Specialist is hired	ADB	3Q 2010
	5.1.2. Incorporation of the indicators in this gender plan to the regular project monitoring tools/ formats.	a) Monitoring and reporting tool developed and implemented. Data analysis uses as reference the sex-disaggregated baseline data generated by the project.	ADB / TA Consultant	3Q 2010
	5.1.3. Conduct of regular monitoring and reporting on the implementation of the Gender Action Plan	<p>a) Positive and unintended negative factors affecting women's entrepreneurship are documented and addressed.</p> <p>b) Project reports generated, such as Progress Reports, TA consultants' reports and Project Completion Report (PCR) incorporate : (a) gender analysis (b) gender-fair language/images; and (c) Project's contribution to the Uzbekistan's achievement of MDG1 (poverty reduction) and MDG3 (Gender Equality).</p>	<p>ADB / TA Consultant</p> <p>PCB, PCR Team In partnership with the Rep. of Uzbekistan MOF and Women's Com.</p>	Quarter-ly, and as required

⁶ Basis: RRP – DMF – Output #3, dated March 2010

⁷ To be monitored through MCOs' reports to the PCBs.