
Gender Action Plan

FP028: MSME Business Loan Programme for GHG Emissions Reduction

Mongolia | XacBank | B.15/07



**GREEN
CLIMATE
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Activities	Indicators and Targets	Timeline	Responsible organizations (excluding the FP)
<p>Impact: Increased number of energy efficiency and renewable energy related business enterprises managed by women and men.</p> <p>Outcome: Improved access to energy efficiency and renewable energy finance by women and men.</p> <p>Means of verification: Gender disaggregated data assessed against appropriate indicator to measure enhanced access for women to energy efficiency and renewable energy loans.</p>			
<p>Output 1: 50% of loan clients fund-wide are women-led MSMEs</p>			
<ul style="list-style-type: none"> • Develop outreach programs targeted at industries with high rates of women involvement (e.g. light industry, service industry) • Develop outreach programs targeted at existing XacBank clients that are women-led MSMEs • Create materials and train bank employees in how to formalize informal SMEs, as many women-led SMEs are informal and operated out of their homes in the Ger district • Provide information to non-women-led MSMEs on how to become classified as women-led, and aid them in doing so • Work with women-led MSMEs to ensure that the offerings are able to match up with their particular financing needs • Implement knowledge-sharing and client recommendation practices with local women's economic empowerment NGOs • Partner with the Asia Foundation's Women in Business Center, which has an incubator for women-led MSMEs and offers formalization services, and offer access to XacBank's climate finance products to women entrepreneurs 	<p>Loan data of MSME clients disaggregated by gender and classified as women-led based upon achieving one of the three criteria below:</p> <ol style="list-style-type: none"> 1. Greater than 50% ownership by women 2. At least 30% women on company board or in senior management positions 3. At least 40% of employees are women <p>At least 50% of participating MSMEs must be women-led</p>	<p>Gender ratio achieved by third year of program operation and until program completion</p>	<p>XacBank branch offices</p> <p>Asia Foundation Women in Business Center</p>
<p>Output 2: Equal interest from men and women-led MSMEs in participating in program</p>			

<ul style="list-style-type: none"> • Undertake targeted advertising in women in business forums and organizations. (Examples include: the annual consultative meeting “Promoting Women in Business: Women’s Entrepreneurship in Mongolia” organized by the Asia Foundation, the Asia Foundation’s Women in Business Mongolia quarterly incubator project, or Lean In Mongolia, a local women-in-business empowerment network) • Undertake knowledge-sharing with local women’s economic empowerment NGOs, in both directions. On the one hand, the MSME program will receive input regarding the needs of these organizations, on the other hand, they will become aware of the gender-focused program, and encourage women-led MSMEs they aid to incorporate energy efficiency and renewable energy measures in their businesses. • Spread awareness on the gender diversity dimensions of the project through marketing and publicity strategies 	<ul style="list-style-type: none"> • Data on potential SME program client meetings and inquiries disaggregated by sex • All inquiring companies to be classified as either women-led or not, regardless of if they end up participating in the program. This data will be compared to target ratios • Aim for 50% of company inquiries from women-led SMEs, adjust gender-targeted marketing based on if these goals are achieved 	<p>Throughout the program operation</p>	<p>Asia Foundation Women in Business Center</p> <p>Lean In Mongolia</p> <p>XacBank marketing department</p>
<p>Output 3: Ensure local businesses’ capacity building on climate finance competencies is equally shared between genders</p>			
<ul style="list-style-type: none"> • Establish gender equity in local talent identification and recruitment 	<ul style="list-style-type: none"> • Outsourcing employment statistics to be disaggregated by gender • Aim for 50% of all external advisors to be women 	<p>At all points wherein local outsourcing is conducted</p>	<p>Relevant local organization/ consultants</p>
<p>Output 4: Knowledge management products highlighting equal gender access to climate finance programs to be prepared and disseminated</p>			
<ul style="list-style-type: none"> • Highlight gender goal achievement status and report on gender disaggregated statistics in progress report • Publish case studies to represent gender diversity of the program and disseminate these on public forums 	<p>Every quarter of program operation</p>	<p>XacBank Marketing team</p> <p>XacBank Business Banking department</p>	