

GENDER ACTION PLAN

1. The Second Strengthening Higher Education Project (the project) learns from the SHEP, expands upon its progress, and incorporates actions to address key developments issues affecting higher education. These include achieving equity, reducing gender and social cultural disparities, overcoming barriers and obstacles for women, and ensuring equal access to high-quality and relevant higher education training. The gender action plan (GAP) is based on gender analysis and objectives to ensure female composition of management and academic staff at Savannakhet University (SKU), and participation in local and international training opportunities, as well as in the delivery of training programs; ensuring the participation of female students in scholarship programs; adequately addressing gender issues related to research and industry engagement; ensuring gender sensitivity in curriculum and materials development as well as in extra-curricular activities and career guidance, and; ensuring implementation, monitoring, and quarterly reporting of the gender action plan.

Project Output	Action proposed and targets
Overall	Ensure a level of 45% female enrollment in the 5 public universities
<i>Output 1: Quality and relevance of higher education services (teaching, research, extension) enhanced</i>	<ul style="list-style-type: none"> • 600 academic staff (at least 40% female) receive training in teaching pedagogy and instructional methods by 2021 (baseline 0) • 92 academic staff (30% female) receive scholarships to attend NUOL or foreign HEIs to upgrade their qualifications and skills by 2021 (baseline 0) • Increased incentives for female students to study science, technology, math, and ICT, including marketing, career counseling, and improved subject selection • Investigate gender elements of access to competitive research funds; incorporate relevant elements • When establishing systems for industry engagement, consider gender issues such as unconscious gender bias in hiring university graduates
<i>Output 2: Access to modern higher education programs introduced</i>	<ul style="list-style-type: none"> • Ensure 45% of students enrolled at SKU by 2020 are female (baseline 43%, AY 2015/16) • Designate 50% of dormitory spaces at SKU for female students and ensure separate living spaces and facilities for females and males (baseline 0) • Provide training on Prevention of Sexual Harassment and reporting (including grievances) mechanism to all students. • Provide training on “Code of Conduct” to all dormitory management, security guards and all dormitory staff. • Tracer studies will include sex-disaggregated data and report on the results

Project Output	Action proposed and targets
<p><i>Output 3: Governance and management of HEIs strengthened</i></p>	<ul style="list-style-type: none"> • Ensure that DHE undertakes policies and plans to maximize opportunities for females and ethnic origin university applicants and students. • 30% representation of university councils and other management committees are women • Ensure at least 30% female staff and faculty members from MOES, NUOL, CU, SU and SKU receive training on institutional leadership, strategic management, and planning. Ethnic male and female staff have equal opportunities to attend workshops to assess/validate improved budget and actual expenditure format, modern financial management techniques and data collection instruments • 23 DHE and university administration staff (35% female) receive scholarships to attend NUOL or foreign HIEs to upgrade their qualifications and skills (baseline 31% AY2015/16) • Gender workshops will be conducted to introduce the GAP to project management team at the beginning stage. • 30% of PCU and PIU staff are women • All data will be disaggregated by sex and ethnicity. • Project's M&E includes GAP indicators • GAP performance report to ADB attaches GAP monitoring table in the quarterly reports.