

### GENDER ACTION PLAN – TRANCHE 3

Activities	Performance Indicators and Targets	Primary Responsibilities
Output 1: Market responsive inclusive skills training delivered		
1. Track women’s participation across all training programs under SEIP and ensure female participation.	<ul style="list-style-type: none"><li>At least 30% of participants across all training programs are women.</li><li>At least 3,500 women complete targeted training courses by BWCCI.</li></ul>	SDCMU, IAs, training providers
2. Industry-specific middle managerial training programs will include women from industries and universities.	<ul style="list-style-type: none"><li>At least 15% of 2,000 participants for middle management training program are women.</li></ul>	
3. Ensure specific targets are set for female recipients of special stipends (e.g., for the poor and the disadvantaged).	<ul style="list-style-type: none"><li>At least 40% of 10,000 poor and disadvantaged trainees receiving special stipends are women.</li></ul>	
4. Provide extra job placement support for employment of female trainees and track their job progression.	<ul style="list-style-type: none"><li>At least 60% of female trainees (new labor force entrants) will be employed or self-employed within 6 months of training completion.</li></ul>	
5. Conduct social marketing and awareness raising programs on TVET, including promotion of women’s participation in nontraditional trades.	<ul style="list-style-type: none"><li>At least 100 gender awareness campaigns or workshops are conducted in all districts, selected Upazila and community levels, together with activities for small ethnic communities and people with disabilities.</li><li>TVET promotion materials (e.g., video films and leaflets) include equal pay for equal work, and positive images of women at work, including those in nontraditional occupations.</li></ul>	
Output 2: Quality assurance system strengthened		
6. Ensure women’s participation in training of trainers and assessors.	<ul style="list-style-type: none"><li>At least 13% of 300 trainers selected for training of trainers programs are women.</li><li>At least 8% of 200 assessors to be trained are women.</li><li>At least 13% of 150 trainers selected for overseas training are women.</li></ul>	SDCMU TVET specialists and gender specialist will ensure the targets
7. Any proposed improvement for training capacities of public and private training centers includes female-friendly facilities.	<ul style="list-style-type: none"><li>Support for improvement of training capacities proposed in the business plans will incorporate female-friendly facilities, such as separate sanitation facilities, as relevant.</li></ul>	SDCMU in close coordination with implementing agencies/partners
Output 3: Institutions strengthened		
8. Conduct gender orientation and/or trainings to all staff of TVET institutions.	<ul style="list-style-type: none"><li>Gender awareness training conducted for key personnel of all industry associations and public training institutes by a social marketing consulting firm.</li><li>At least 50 training programs conducted for administrators, managers, trainers, job placement officers, gender focal points, and assessors by a social marketing consulting firm.</li></ul>	SDCMU gender specialist to ensure the required activities by a social marketing firm

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9. Operational plans for NHRDF include targeted support for training of women and disadvantaged groups.	<ul style="list-style-type: none"> <li>NHRDF includes specific funding criteria for training of women and disadvantaged groups.</li> </ul>	SDCMU staff in charge of supporting NHRDF operational plans
10. New facilities for BITAC and BACI incorporate gender-friendly design features	<ul style="list-style-type: none"> <li>New facilities for BITAC and BACI include separate sanitation and resting facilities for female staff and trainees; other facilities to be considered based on consultations.</li> </ul>	SDCMU relevant staff and engineer in coordination with BACI and BITAC, with support from SDCMU gender specialist
<b>Output 4: Monitoring and management for skills development enhanced</b>		
11. Conduct tracer studies, incorporating gender analysis on labor market outcomes of training participation.	<ul style="list-style-type: none"> <li>Design and results of tracer studies provide sex-disaggregated analysis of training impacts, including labor market outcomes (e.g., job placement, wages).</li> </ul>	SDCMU staff in charge of tracer studies
12. Develop regular monitoring mechanisms for enrollment, certification, and job placement of female and male trainees.	<ul style="list-style-type: none"> <li>Training management system (TMS) records sex-disaggregated data on enrollment, certification, and job placement of female and male trainees.</li> <li>Quarterly progress reports include reporting on training outcomes separately for male and female trainees, together with updates on GAP implementation.</li> </ul>	SDCMU IT specialist for TMS and M&E specialist for tracking all statistics
13. Conduct gender awareness and refresher training for SDCMU and relevant stakeholders.	<ul style="list-style-type: none"> <li>Conduct at least two refresher trainings per year to SDCMU staff, including reporting requirements on the status of GAP implementation.</li> </ul>	SDCMU gender specialist
<b>Implementation arrangement and reporting requirements</b>		
<p>The GAP will be implemented by SDCMU, especially by a gender specialist and other TVET specialists in charge of specific program components under the supervision of its executive project director. The gender specialist will be responsible for incorporating the GAP into project planning and implementation and ensuring other relevant SDCMU staff integrate specific GAP activities or measures into their respective work activities (e.g., training of trainers, NHRDF, TMS, business plans). The gender specialist will also be responsible for organizing and coordinating gender awareness training activities under the guidance of the executive project director, and for establishing sex-disaggregated indicators for the project performance and monitoring system. The gender specialist will maintain and update the GAP implementation matrix, recording the progress in each of GAP activities. The progress of GAP activities will be included in project's quarterly progress reports, submitted to the Government of Bangladesh and ADB.</p>		

ADB = Asian Development Bank, BACI = Bangladesh Association of Construction Industry, BITAC = Bangladesh Industrial Technical Assistance Center, BWCCI = Bangladesh Women Chamber of Commerce and Industry, GAP = gender action plan, IT = information technology, M&E = monitoring and evaluation, NHRDF = National Human Resources Development Fund, SDCMU = Skills Development Coordination and Monitoring Unit, SEIP = Skills for Employment Investment Program, TMS = training management system, TVET = technical and vocational education and training.

Source: Asian Development Bank.