

GENDER ACTION PLAN

Outputs	Action	Indicator	Budget	Responsible Institutions
Output 1: TVET framework and capacity strengthening in project schools in Nanning is built.				
1. CBC and standards developed	(i) Gender specialist to review existing curriculum materials and provide report and briefing on gender issues in the existing curriculum and recommendations for curriculum developers and key staff in school. (ii) Gender inclusive CBC materials developed. (iii) At least 40% of teachers participating in curriculum development working group and related activities are women.	(i) Gender report, briefing minutes, and attendance record (ii) Report on gender issues and examples included in the curriculum materials (iii) Percentage of female participants involved in working group and activities for curriculum development	Included in the project	Curriculum developers, gender consultant, project TVET consultants, PMO
2. Teacher training	(i) At least 50% trainees trained in student centered teaching methods are women. (ii) At least 50% of core trainers developed for each school are female.	(i) Percentage of female trainees (ii) Percentage of female core trainers	Included in the project	Two schools, PMO, project TVET consultants
3. Regional cooperation and strategic TVET and industry partnerships built	(i) At least 40% of participants (teachers, management) attending international or domestic short-term study tours or training will be women. (ii) Human resources outreach program on TVET training opportunities in rural areas with special attention to gender issues in career choice (i.e., male kindergarten teachers, nurses, new opportunities in elderly care, etc.). (iii) Tracer studies include sex disaggregation and a target of at least 80% female graduates employment after graduation.	(i) Percentage female participants disaggregated by school, sex, major, and training topic (ii) Number and kind of awareness-raising activities through media, enrollment advertisement, and employment guide (iii) Tracer study data and percentage of female graduates employment	Included in the project and NEB's own finance	Two schools, PMO, gender consultant, project TVET consultants, NEB
4. Development of the elderly care curriculum	(i) Consultant team to prepare report on gender issues in elderly care. (ii) Bridging module created to address rural/urban disparities and facilitate advancement from elderly care worker to nursing.	(i) Report (ii) Module endorsed by NHS. Number of students utilizing bridging module (disaggregated by sex)	Included in the project	NHS, PMO, Project TVET consultants, gender consultant
Output 2: Pilot programs are implemented in Nanning project schools.				
Design and implementation of a pilot rural training base program.	(i) At least 80% of nursing students and 30% of rural doctor students trained in RTB are women. (ii) At least one key trainer in each RTB is female.	(i) Percentage of female nursing students and rural doctor trainees (ii) Numbers of female key trainers.	Included in the project	NHS, PMO, NHB

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Output 3: Buildings, campus facilities, and equipment are upgraded.				
Campus facilities, equipment, and buildings upgraded.	At least 30% of unskilled jobs generated by the project will be offered to women.	Percentage of unskilled jobs offered to women	Included in the construction budget	XIDC, contractors, two schools, PMO
Output 4: Project management support.				
Capacity building in project management of the PMO and related stakeholders.	(i) At least 40% of PMO staff who will receive training are women. (ii) Inclusion of gender expert on project management support team. (iii) All monitoring and evaluation activities include gender indicators.	(i) Consultant TOR (ii) Gender indicators included in PPMS and impact assessment analysis	6 person-months of input provided	PMO, project manager, M&E team

CBC = competency-based curriculum, M&E = monitoring and evaluation, NEB = Nanning Education Bureau, NHB = Nanning Health Bureau, NHS = Nanning Health School, PMO = project management office, PPMS = project performance monitoring system, RTB = rural training base, TOR = terms of reference, TVET = technical and vocational education and training, XIDC = Xiangsihu Investment and Development Company.