

GENDER ACTION PLAN

Outputs	Actions	Targets and Indicators	Budget	Responsible Institutions
Output 1: Quality of Curriculum and LTMs Improved				
1.1 LTMs and curricula present gender-aware roles of women and men, and promote positive images of women in non-traditional occupations	<p>Guidance for review of LTMs and curricula includes gender-sensitive provisions on promotion of positive gender roles and avoidance of stereotyped images</p> <p>The content of LTMs will be independently validated from a gender perspective jointly by the project gender specialist and the Curriculum Commission, based on a sample of LTMs.</p> <p>Training programs and checklists for curriculum developers, textbook writers and textbook manuscript evaluators mainstream gender concerns as above</p>	<p>Guidance incorporating these provisions by 2018</p> <p>Review that assesses gender sensitive provisions in the curriculum and LTMs for grades 1–4.</p> <p>Instructions and checklists incorporated into training programs from 2015 through to 2017</p>	<p>Project budget:</p> <p>6 person-months of Gender Specialist</p>	<p>MES</p> <p>PIU</p>
Output 2: Quality of Teachers and In-Service Teacher Training Improved				
2.1 Equal opportunities for women in progressing their careers	<p>Ensure that women teachers are able to progress in all disciplines, including science, technology, engineering and mathematics (STEM), and upgrade through training as frequently as necessary</p> <p>Ensure equal opportunities in training on school management for female principals and deputy principals</p>	<p>70% of the program's 10,000 trainees in STEM are women</p> <p>1,000 principals and deputy principals (at least 75% women) trained on school management and instructional leadership by 2020</p>	<p>Project budget:</p> <p>6 person-months of Gender Specialist</p>	<p>MES and PIU</p> <p>MES and PIU</p>
2.2 Role models provided for boys	Increase number of male teachers	18% of school teachers are men by 2020 (15% in 2014)	<p>Project budget:</p> <p>6 person-months of Gender Specialist</p>	MES
2.3 Trained teachers and management are	The National Teacher Development Program (NTDP) should include gender awareness	Gender dimension integrated into NTDP by 2018	Project budget:	MES

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gender-aware	as a component of teacher professionalism Training for principals, deputy principals and teachers includes modules on gender awareness	Inclusion of gender modules in training at all levels by 2018	6 person-months of Gender Specialist	
Output 3: Access to Quality Education through Innovative Schools Improved				
3.1 Improved physical environment for education	Consultations with students and parents about sanitation facilities and minimum standards required to ensure girls' attendance in schools	Consultations completed by 2016	Project budget: 6 person-months of Gender Specialist	PIU and MES
3.2 Women play full role in management and monitoring of schools	Women active on school boards of trustees (parent teacher associations)	At least 50% of school board chairs in 30 innovative schools are women, and at least 30% men		MES
3.3 Girls and boys attend school full-time, and continue to grades 10–11	Communicate to parents the importance of attending school for the whole year (not taking children out to help with agricultural labor, care of younger siblings, household chores, etc.), and continuing to grades 10–11	Innovative awareness-raising campaigns conducted by 2018, including media products, videos, posters, etc.	Project budget: \$60,000 included in consulting advocacy firm support	MES and PIU
Output 4: Sector Management Improved				
4.1 Gender capacity of MES built	Capacity-building for PIU and MES includes training in gender awareness and gender planning Assignment of gender focal points at MES and oblast level, and in 30 selected innovative schools	Training courses starting 2015 Assignment of responsibilities by 2015	Project budget: 6 person-months of Gender Specialist	MES and PIU
4.2 Effective MES monitoring and evaluation system provides information for use in education planning	Improve monitoring and evaluation, including disaggregation of all data by sex	All data disaggregated by 2018	Project budget: 6 person-months of Gender Specialist	MES and PIU

LTMs = learning and teaching materials; MES = Ministry of Education and Science; PIU = project implementation unit.
Source: Asian Development Bank.