

GENDER ACTION PLAN

Activity	Targets/Indicators	Responsibility	Timeframe
Output 1. TVET in Himachal Pradesh improved and aligned to national standards			
1.1 Disseminate information and encourage participation of girls and PWDs in NSQF-aligned, market-oriented, short term training towards formal wage employment, self-employment, entrepreneurship and RPL	<ul style="list-style-type: none"> At least 19,495 or 35% of the targeted 55,700 youth who participated in NSQF-aligned and market-oriented short-term training are women; and 557 or 1% are PWDs At least 70% of the women trainees successfully certified 	HPKVN DOSJ will work with HPKVN for organizing training for PWDs	October 2017 onwards
1.2 Disseminate information and encourage the participation of college level girls in the programs for enhancing youth employability and B. Voc. programs	<ul style="list-style-type: none"> At least 2,940 or 35% of the targeted 8,400 students who enroll for graduate employability and B. Voc. programs across government colleges At least 70% of women trainees successfully certified 	HPKVN and DOHE	October 2017 onwards
1.3 Conduct TVET training at the new polytechnic for women	<ul style="list-style-type: none"> At least 300 women enrolled at the new polytechnic for women in Rehan, Kangra 	HPKVN and DOTE	2019 to 2022
Output 2: Market-aligned skills ecosystem created			
2.1 Develop and operationalize a MIS capable of providing sex- and disability-disaggregated data for the project	<ul style="list-style-type: none"> Unified project MIS for tracking and providing sex- and disability-disaggregated data on all skilling interventions developed and installed 	HPKVN, DOTE	MIS to be operational by end 2018
2.2 Periodically analyze and report sex-and disability-disaggregated data	<ul style="list-style-type: none"> Sex- and disability-disaggregated data periodically used for analyzing gender gaps and planning skill development interventions for employment and livelihood focusing on women 		Periodic MIS reports; HPKVN's Annual Report
2.3 Engage career counsellors for information dissemination and support placements to convert 11 employment exchanges into MCCs	<ul style="list-style-type: none"> Counsellors should design and conduct the counselling sessions in a gender-sensitive manner to guide women candidates about appropriate training opportunities and job openings Sex-disaggregated data on job seekers reported on a monthly basis by all MCCs through the project MIS 	HPKVN and DOLE	From 2018 onwards
Output 3: Access to quality training institutes improved			
3.1 Ensure that the established seven RLCs and six CLCs are accessible to women and men students, and PWDs	<ul style="list-style-type: none"> All established CLCs and RLCs are designed to be accessible/friendly to PWDs, and have separate toilets for women and men Hostel facilities for women established in four CLCs 	HPKVN, PWD, and DORD	The CLCs and RLCs are expected to be operationalized by end 2019
3.2 Ensure that the 50 ITIs which are upgraded based on the revised guidelines of the National Council for Vocational Training are capable of providing sex-disaggregated data on enrollments and improved learning levels	<ul style="list-style-type: none"> Sex-disaggregated data on enrollments and improved learning levels (because of improved equipment) reported by all 50 ITIs on an annual basis (Target: 70% passing rate in practical classes) 	DOLE HPKVN	2018 onwards

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3.3 Formulate institutional development and quality improvement plans for ITIs that seeks to address issues on women safety, hygiene, and occupational hazards	<ul style="list-style-type: none"> • Institutional development and quality improvement plans that seek to address issues on women's safety, hygiene and occupational hazards specifically for industry heavy trades formulated for the 50 ITIs • Sensitization workshops for ITI staff and trainees to raise awareness on sexual harassment, gender-based violence, and other relevant gender issues in the ITIs. • Institutional mechanism established and implemented to monitor and report on gender-based violence and sexual harassment in 50 ITIs 	DOTE	2018 onwards
3.4 Establish a polytechnic for women in Rehan, district Kangra, to expand the reach of TVET training to women residing in the hilly, north and northwest parts of Himachal Pradesh (2016 baseline: one dedicated polytechnic for women located at Kandaghat in southern Himachal Pradesh) ^a	<ul style="list-style-type: none"> • Polytechnic for women in Rehan, Kangra, will have an annual training capacity of 720 in trades such as civil engineering, architectural assistantship, electrical engineering, and computer engineering which are in demand. • It will have hostel facilities for 120 women trainees 	DOTE and HPKVN	2019 to 2021
Output 4: TVET institutional structure improved			
4.1 Develop the capacity of HPKVN and all implementing agencies in terms of designing and implementing TVET programs in a gender-responsive manner	<ul style="list-style-type: none"> • Gender focal team formed and integrated in the structure of HPKVN, and trained in mainstreaming gender in technical and vocational education and training programs • Social development specialist (gender) in the project management consulting firm recruited 	HPKVN	From August 2017
4.2 Conduct periodic M&E surveys and skill gap analysis	<ul style="list-style-type: none"> • Data on women's work force participation in urban and peri-urban areas and on skill gaps across project intervention areas periodically gathered and analyzed • GAP updated annually based on results of above periodic gender analysis 	DOES and HPKVN, with the assistance of the PMC and M&E consulting firms engaged under the loan	From January 2018

B. Voc. = bachelor of vocational education; CLC = city livelihood center; DOES = Department of Economics and Statistics; DOHE = Department of Higher Education; DOLE: Department of Labor and Employment; DOSJ = Department of Social Justice and Empowerment; DORD: Department of Rural Development; DOTE = Department of Technical Education; GAP = gender action plan; HPKVN = Himachal Pradesh Kaushal Vikas Nigam; ITIs = industrial training institutes; M&E = Monitoring and Evaluation; MCC = Model Career Centre; MIS = management information system; NSQF = National Skills Qualifications Framework; PMC = Project management consulting firm; PWD = people with disabilities; RPL = recognition of prior learning; RLC = rural livelihood center; TVET = technical and vocational education and training.

^a The Kandaghat Polytechnic for Women has an annual training capacity of 420 and hostel accommodation for 210. It offers diplomas in Pharmacy, Electronics and Communication Engineering, and Computers.

Source: Asian Development Bank.