

## GENDER ACTION PLAN

Actions	Targets and indicators	Responsibility	Timeframe
<b>Output 1: TVET governance and finance strengthened</b>			
1.1 Review and recommend amendments to the list of PVET occupations and the list of SVET specialties with a social and gender perspective	<ul style="list-style-type: none"> <li>• MOES approved list of gender mainstreamed occupations which are taught in the supported COEs</li> </ul>	PIU, MOES, AVE	2021
1.2 Incorporate a gender and social inclusion perspective in the development of the education strategy	<ul style="list-style-type: none"> <li>• Relevant MOES technical staff and all PIU staff trained on gender and social inclusion</li> <li>• Draft education strategy incorporate gender and social inclusion concerns and actions</li> </ul>	PIU	2021
1.3 Capacitate PVET and SVET institutions in the delivery of social and gender-inclusive PVET and SVET services	<ul style="list-style-type: none"> <li>• Gender-sensitive communication strategy developed</li> <li>• Gender focal points established in 75% of PVET and SVET institutions included in the project</li> <li>• Gender focal points, PVET and SVET teachers and staff trained on social and gender-inclusive delivery of PVET and SVET services</li> <li>• Guidelines on gender-sensitive learning environment are developed and approved</li> </ul>	PIU with gender specialist	2020–2022
1.4 Ensure women's participation in trainings under the SDF	<ul style="list-style-type: none"> <li>• At least 30% women trained under SDF</li> </ul>	PIU	2018–2021
1.5 Institutionalize the conduct of sex-disaggregated tracer studies	<ul style="list-style-type: none"> <li>• Tools for the regular conduct of sex-disaggregated tracer studies developed</li> <li>• PVET and SVET guidelines include the regular conduct of tracer studies</li> <li>• Tracer Studies prepared yearly with gender analysis</li> </ul>	PIU, MOES, AVE PVET and SVET institutions	2018–2022
1.6 Strengthen recruitment and support for female students in priority occupations/ specialties in supported COEs	<ul style="list-style-type: none"> <li>• At least 30% increase in female enrolment in priority occupations/ specialties</li> <li>• At least 20% increase in female graduates in priority occupations/ specialties</li> </ul>	PIU, MOES, PVET and SVET institutions	2018–onwards
<b>Output 2: Teaching quality and learning environments improved</b>			
2.1 Ensure women teachers' participation in the Teacher Development Program	<ul style="list-style-type: none"> <li>• At least 30% women-teachers of supported PVET and SVET institutions trained under the Teacher Development Program</li> </ul>	PIU, MOES, AVE, PVET and SVET institutions	2018–2022
2.2 Strengthen the recruitment of female teachers in the 15 priority occupations/ specialties	<ul style="list-style-type: none"> <li>• At least 20% female teachers recruited for the 15 priority occupations/ specialties</li> </ul>	PIU, MOES, AVE, PVET and SVET institutions	2017–onwards

<b>Actions</b>	<b>Targets and indicators</b>	<b>Responsibility</b>	<b>Timeframe</b>
2.3. Ensure female students participation in priority occupations in supported COEs and aligned PVET lyceums	<ul style="list-style-type: none"> <li>At least 30% female students (out of 4,000 students) trained in priority occupations in COEs</li> <li>At least 30% female students (out of 750 students) trained in PVET lyceums aligned with COEs</li> </ul>	PIU, MOES, AVE, PVET and SVET institutions	2018–onwards
2.4 Ensure female participation in the WBL program in the 15 priority occupations/ specialties	<ul style="list-style-type: none"> <li>30% female participation in the WBL program of supported PVET and SVET institutions</li> </ul>	PIU COEs	2018–onwards
2.5. Conduct gender and social sensitivity training to PVET and SVET management and faculty	<ul style="list-style-type: none"> <li>20 trainers trained</li> <li>33% of PVET teachers, 33% of SVET teachers, all school directors and deputy directors of the supported PVET &amp; SVET institutions and rehabilitation centres trained</li> </ul>	PIU MOES AVE	2018–2022
2.6 Incorporate a gender and social inclusive perspective in dormitory and facility rehabilitation of COEs	<ul style="list-style-type: none"> <li>8 Dormitories rehabilitated in accordance with international standards on social inclusion and women's specific needs and safety</li> </ul>	PIU, COEs	2018–2022
<b>Output 3: Cooperation with industry increased and entrepreneurship skills developed</b>			
3.1 Ensure women's participation in industry partnership expert groups	<ul style="list-style-type: none"> <li>At least 25% women participation in industry partnership expert groups</li> </ul>	PIU	2019
3.2 Develop gender-sensitive multi- and social media industry partnership campaign	<ul style="list-style-type: none"> <li>At least 2 industry partnership campaigns conducted, reaching at least 10 potential industry partners</li> </ul>	PIU	2018–2022
3.3 Conduct community awareness raising campaigns in Kyrgyz, Russian, to encourage female enrolment in the 15 priority occupations/ specialties	<ul style="list-style-type: none"> <li>At least 3 community awareness campaigns conducted during project life</li> <li>All campaigns include gender-sensitive messages that break occupational stereotyping</li> </ul>	PIU, MOES, AVE	2018–onwards
3.4 Introduce women-friendly industry engagement mechanisms	<ul style="list-style-type: none"> <li>Gender-fair skills need assessment conducted at least once a year</li> <li>Gender-sensitivity workshops for 100 industry stakeholders conducted</li> <li>Guidelines ensuring safety of women WBL trainees developed</li> </ul>	PIU	2018–2022
3.5 Ensure women's participation as independent competency assessors.	At least 25% of independent competency assessors are women	PIU	2019–2022

IGE = International Gender Expert; LGE = Local Gender Expert, LSG = Local Self Governance (local authority), MOF = Ministry of Finance, MOE = Ministry of Economy, MOES = Ministry of Education and Science, MoLSD = Ministry of Labour and Social Development, NPSDC = National Professional Skills Development Council, PIU = Project Implementation Unit; PVET = primary vocational education and training, RSMC = Republican Scientific Methodological Centre, SVET = secondary vocational education and training, SSPE = State Service of Population Employment