

GENDER ACTION PLAN

Activities	Targets and Indicators	Responsible Agency	Timeframe
Output 1. Innovative technology learning and research environment established			
1.1 Consult students and lecturers during construction design and incorporate their views in designing women friendly facilities.	1.1.1 At least two consultation sessions are conducted in each university	Implementing agencies (universities)	Before finalizing the bidding document for Design and Build contracts and during the detailed design stage by selected contractor
	1.1.2 Consultation groups include 50% women		
	1.1.3 Consultation findings are documented with a list of women friendly features in building facility		
	1.1.4 Modern faculty infrastructure, including women-friendly facilities, established in 4 universities (2017 baseline: none)	Implementing agencies (universities)	By 2021
1.2 Ensure operations manual for industry collaboration and innovation centers are gender mainstreamed	1.2.1 Gender equity measures to be considered in industry collaboration and industry centers are clearly articulated in the operations manual	Implementing agencies (universities) with the help of gender expert from PMU and UGC standing committee on technology faculty / gender unit of UGC / Quality Assurance Council	Before finalizing the operations manual (By 2019)
Output 2. Quality and industry-relevant higher technology education programs implemented			
2.1 Ensure program curricula are gender sensitive and have gender affirmative concepts	2.1.1 All program curricula are reviewed by a panel of gender experts. The panel will consist of (i) one representative of each university gender cell, (ii) one representative from the UGC gender unit; (iii) at least one female lecturer from each university; (iv) at least one female industry professional from the women think-tank; and (iv) PMU gender expert. The panel will review the academic program curricula and requirements (such as internship arrangements) to strengthen gender balance and ensure female students' full participation and achievement.	Implementing agencies (universities) gender cell with the help of gender expert from PMU and UGC standing committee / gender unit of UGC / Quality Assurance Council	By Q2 2019
			By Q3 2019
			By Q4 2019
2.1.2 Gender sensitive concerns and gender affirmative actions proposed by expert panel are documented			
2.1.3 Program curricula are improved by incorporating proposals of the expert panel			
2.2 Fill cadre positions in a gender equitable manner	2.2.1 At least 90% (of which 60% or more with PhD) of approved new faculty cadre positions filled up (35% women) (2017 baseline: 70%, 62% with PhD, and 33% women)	Implementing agencies (universities)	By 2021

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	2.2.2 At least one female lecturer/demonstrator is available in each faculty for conducting practical lessons related to engineering		
2.3 Conduct gender capacity building programs for lecturers and students	<p>2.3.1 Two gender training manuals (one for students and one for teachers) are developed in partnership with gender cells of universities with a focus on women in non-traditional fields and on male engagement for promoting gender equality</p> <p>2.3.2 At least 80% of lectures participated in gender training</p> <p>2.3.3 At least 80% of students (50% women) are included in gender training</p>	<p>Executing agency (PMU with the help of a gender expert [consultant]) in coordination with gender cells from universities</p> <p>Implementing agency (universities) with the help of PMU and gender expert (consultant)</p>	<p>By 2019</p> <p>By 2020</p>
Output 3. Industry linkages and international collaborations strengthened			
3.1 Develop a strategy to engage industry in facilitating employment for women in technology fields	3.1.1 A strategy and action plan developed and implemented on industry engagement for promoting employment for women in technology fields.	university representatives engaging industry associations, women think-tank and groups. PMU to facilitate and support the process.	By 2019
3.2 Conduct gender sensitization for industries, focusing HR managers	3.2.1 At least 5 training programs conducted over five years targeting over 50 companies	Executing agency (PMU) with the participation of implementing agencies' career guidance centers/cells and industry liaison officers	By 2023
Output 4. Faculty management capacity strengthened			
4.1 Career and employment guidance centers in four universities improved with focus on technology program students and female students	<p>4.1.1 The centers produce annual report on job placements (positions, entry level salaries, etc.) of female and male graduates and programs for industry links conducted supporting students' career guidance.</p> <p>4.1.2 At least 15 soft skills and leadership trainings provided to all female graduates, prioritizing those entering non-traditional and emerging jobs</p> <p>4.1.3 A women's think-tank is facilitated with linkage to career guidance center to provide mentoring support and advice to fresh graduates entering the job markets</p> <p>4.1.4 At least 200 female graduates receive continuous mentoring support from senior women professionals and female alumni network during the first year of their employment and entrepreneurship</p>	<p>Implementing agencies (universities) with the help of PMU and gender expert (consultant)</p> <p>Executing agency (PMU supported by a gender expert [consultant]) with the participation of implementing agencies' career guidance centers/cells and industry liaison officers</p>	<p>By 2021 and annually</p> <p>By 2023</p> <p>By 2019</p> <p>By 2023</p>

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	4.1.5 Universities and alumni network actively participate in social awareness raising by providing role models for female school students. At least one school outreach program per university every year, and at least four video materials featuring inspiring female graduates developed and disseminated through social media.	Each university for school outreach programs Each university with PMU support for video material development and dissemination	By 2023
4.2 Conduct training for academic and non-academic staff capacity development (90% of female staff)	4.2.1 Staff professional development program to include gender mainstreaming training and incorporate gender themes 4.2.2 Monitor female staff participation and provide at least one specific training to cater female staff's needs every year.	PMU and PIUs, supported by a gender expert. PMU and PIUs, supported by a gender expert.	By 2023 By 2023
4.3 Collect and manage sex-disaggregated data on all project related activities	4.3.1 Sex-disaggregated data are collected and reported in relevant reports	Implementing agencies (universities) and PMU	From 2018 throughout project implementation period
Output 5. New higher education project preparation supported			
5.1 Design a new project to support innovation capacity at higher education with gender related issues	5.1.1 A comprehensive gender analysis on research and innovation capacity at higher education completed to inform gender-related design features 5.1.2 Focus group discussions with university and women think-tank and other industry groups to validate the feasibility and effectiveness of the proposed gender design features	MHECA, UGC, ADB and industry groups	By 2023

ADB = Asian Development Bank, MHECA = Ministry of Higher Education and Cultural Affairs, PIU = project implementation unit, PMU = project management unit, UGC = University Grants Commission.

Source: Asian Development Bank.