GENDER ACTION PLAN (PROJECT 2)
Prepared by USP on 22 April 2016[1]

Outputs and Activities	Proposed Gender Mainstreaming Activities (Targets)	Responsible Unit
Outcome Gender equality target of "at least 12% of all females are enrolled in degree programs by 2020 (baseline 7% in 2016).		
Output 1: Strengthening Regional Campuses		
Expansion of USP regional campus in Solomon Islands	• The designs of the buildings include measures to remove barriers to access by the disabled and women.	GMAC PIU
	• Encourage the employment of women in construction work through contractors, labor groups and community organizations (at least 20%).	GMAC and PIU
	• Provide the necessary institutional support for female labor-based workers such as separate resting areas and sanitation facilities. Contractors will be informed of the required facilities before bidding.	GMAC and PIU
	• Ensure equal pay for equal work between female and male workers.	GMAC and PIU
	• Provide awareness workshops on HIV/AIDS and gender issues for construction workers.	PIU and DBC
	• Develop a maintenance work plan for expanded campus buildings and accommodation block that includes the employment of women (at least 40% of maintenance staff).	GMAC and PIU
Output 2: Enhanced ICT-Based Education		
Expanded distance and flexible learning programs (1st and subsequent tranches)	• Ensure that the designs of the ICT learning hubs are safe, secure, and provided with sanitation facilities.	GMAC and PIU
	• Incorporate gender awareness in the training of academic staff on new upgraded learning materials.	GMAC
	• Encourage enrollment in the new proposed gender studies courses for both male and female students.	GMAC
	• Conduct outreach activities to encourage enrollment by women in Kiribati and Solomon Islands, especially those living in remote communities.	GMAC
	• At least 15% of Solomon Island students use ICT-based mode for DFL by 2020, with at least 50% of ICT-based DFL users being female (baseline 41% in 2015)	GMAC and PIU
Output 3: Improved USP Student Services		
Expanded pre-enrollment information, employment advice, counseling, and tracing studies of	• For the student support centers' development and implementation plans, incorporate gender-sensitive training for	GMAC

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[1] The updated Gender Action Plan for Project 2 was prepared by USP to supplement the existing GAP and should be used to monitor the progress, outputs, and outcome of activities of Project 2 in conjunction with the existing GAP.

USP	counselors with regard to course selection and career planning.	
	• Encourage nontraditional course selection for female students in course and career counselling	GMAC
	• Develop and implement a graduate tracing system that is disaggregated by sex.	GMAC
	• At least 50% of USP graduates, including at least 55% of the female graduates, receive support from newly established job search or job counseling services by 2020.	GMAC and PIU

Output 4: Strengthened USP Governance and Management

Enhanced governance and management systems (1st and subsequent tranches)	• Disaggregate all data in the education management information system by sex through common information gathering and reporting across all USP campuses.	GMAC
	• Ensure that the University Council and all other management committees have equal representation of female and male members.	GMAC
	• Ensure that opportunities are provided for at least 35% of women staff to be trained in institutional leadership, strategic management, and planning.	GMAC
	• The Gender Mainstreaming Committee oversees the project's gender mainstreaming efforts.	GMAC and PIU
	• Females will hold 20% of management-level positions by 2025 (baseline 25% in 2015)	GMAC and PIU

Output 5: Strengthened Project Management Capacity

Efficient and effective project management	• Establish all project performance indicators disaggregated by sex; collect them regularly; and include them in the baseline, progress, and evaluation reports.	PIU
	• Establish project performance indicators that measure the implementation and progress of the gender action plan, and ensure reporting them in all progress and evaluation reports.	PIU
	• Ensure that PIU staff provide regular reporting to the Gender Mainstreaming Committee on the progress of the gender action plan.	PIU

AIDS = acquired immunodeficiency syndrome, DBC = design and build contractor, DFL = distance and flexible learning, GMAC = The University of the South Pacific Gender Mainstreaming Advisory Committee, HIV = human immunodeficiency virus, ICT = information and communication technology, PIU = project implementation unit, USP = University of the South Pacific.