

The background is a dark blue field filled with various sizes of light blue gears. On the left side, there is a vertical strip with a colorful, abstract, and textured pattern in shades of orange, red, and brown. The main title is centered in a large, bold, yellow font.

Lao PDR: Strengthening Technical and Vocational Education and Training Project (Gender Action Plan)

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Lao PDR: Strengthening Technical and Vocational Education and Training Project

- ✦ **Expected impact:** more highly skilled and diverse workforce in Lao PDR.
- ✦ **Performance target:** number of workers in the labor force with formal TVET qualifications increases by 25% (50% for females) from 2011 to 2021.
- ✦ **Expected outcome:** accessible formal vocational training system that is more responsive to labor market needs.
- ✦ **Grant:** \$23 million

Lao PDR: Strengthening Technical and Vocational Education and Training Project

Outputs:

- ✦ Improved quality of TVET
- ✦ Increased and more equitable access to TVET
- ✦ Increased private sector involvement in TVET strategy and delivery
- ✦ Strengthened governance and management of the TVET system
- ✦ Effective project management and implementation

Lao PDR: Strengthening Technical and Vocational Education and Training Project

- Focus on Certificate and Diploma levels
- Selection of 4 priority skills areas based on labor market assessment
 - ✓ construction and building
 - ✓ mechanical and machinery repair
 - ✓ furniture making
 - ✓ business.
- Links training with skills shortages in the labor market
- 7 public & 4 private institutions identified for support in teacher training, new curricula, equipment and facility upgrades, management training.

Lao PDR: Strengthening Technical and Vocational Education and Training Project

Three Outputs to highlight

❖ **improved quality of public & private TVET**

- Positive images of females in the 4 skill areas
- Social marketing campaign to attract females, improve image of TVET, mobilize private sector to recruit females
- Training of female TVET teachers and female guidance counselors

❖ **Increased and more equitable access to TVET**

- Assistance with tuition fees/stipends for the 4 priority skills areas (25% girls)
- Dormitory spaces reserved for girls (50%)
- Wage subsidy for 6 months paid to firms for recruiting females in the 4 skill areas

❖ **Increased private sector involvement in TVET strategy and delivery**

- Specialist Skills Contracting Program – govt to contract private providers to deliver skills training – higher payment for female trainees
- 50% female trainees

Lao PDR: Strengthening Technical and Vocational Education and Training Project (GAP)

Project Outputs	Actions
Overall	<ul style="list-style-type: none"> ● Ensure that 20% female enrolments in 4 priority skill areas with low female enrolment – (i) construction and building; (ii) mechanical and machinery repair; (iii) furniture making; (iv) business. ● 40% of enrolments in basic business are female by 2016
Output 1: Increased quality of formal labor market related TVET, public and private	<ul style="list-style-type: none"> ● TVET curriculum frameworks provide positive images of women working in the 4 priority skill areas. ● Implement a social marketing campaign to: (i) promote female participation in non-traditional skills and trades; (ii) publicize the voucher training assistance program, dormitory facilities to promote female enrolment in non-traditional TVET; and (iii) mobilize the private sector to hire more women in the 4 priority skill areas. ● Ensure that 10% of skills assessors and teachers trained in the 3 priority skill areas are women. ● 50% of teachers trained in basic business are female. ● Develop strategies for increasing the number of female teachers in the 3 priority skill areas . ● Conduct information/counseling sessions for prospective female students in the 4 priority skill areas. ● Ensure equipment is suitable for both male and female students.

Lao PDR: Strengthening Technical and Vocational Education and Training Project (GAP)

Project Outputs	Actions
Output 2: Increased and more equitable access to TVET at certificate and diploma level	<ul style="list-style-type: none">☀ 25% female student voucher recipients in the 4 skill areas.☀ 50% of dormitory spaces reserved for female students.☀ Female voucher recipient graduates assisted to secure employment through wage subsidy for employers for 6 months.☀ Ensure dormitories have separate spaces and facilities for males/females.☀ "Code of Conduct" training for dormitory management and staff, security guards.☀ Course schedules to be flexible and compatible with household demands of female students.☀ Where possible, ensure a critical mass of female students in the 3 skill areas to reduce female isolation in the male dominated training classes.

Lao PDR: Strengthening Technical and Vocational Education and Training Project (GAP)

Project Outputs	Actions
<p>Output 3: Increased private sector involvement in TVET strategy and delivery</p>	<ul style="list-style-type: none"> ✦ Ensure 30% female representation on the National Training Council. ✦ At least 40% female participants in the regional study tour. ✦ 25% female members on TVET advisory boards and 50% female facilitators supporting the TWGs in the 4 priority skill areas. ✦ At least 20% of TWG members in the 4 priority skill areas will be female. ✦ Prepare social marketing strategy with key messages for private sector to increase gender balance in priority skill areas and CSR. ✦ Females will constitute 20% of TVET teachers ✦ 40% of students to be provided training under Specialist Skills Contracting Program ✦ 50% female trainees under the Skills Contracting Program.
<p>Output 4: Strengthened governance and management of the TVET system</p>	<ul style="list-style-type: none"> ✦ Females to constitute at least 30% of participants in all management and other capacity development programs. ✦ As vacancies arise, ensure that females are recruited into managerial positions in institutions being supported under the project (especially in non-traditional skill areas). ✦ Gender disaggregated TVET information systems to collate and report on enrollment, drop-outs and graduates. ✦ Tracer studies to include sex-disaggregated data.

Lao PDR: Strengthening Technical and Vocational Education and Training Project (GAP)

Project Outputs	Actions
Output 5: Effective project management and implementation	<ul style="list-style-type: none">✦ Train all PIU staff and TVED staff in gender and ethnicity issues, including gender analysis.✦ Include gender disaggregated data on institutions supported by the project (eg. enrolments, drop-outs, graduates, etc)✦ All PIU reports to report on progress against GAP.✦ Gender Specialist consultants to be recruited to guide GAP implementation.