

School of Health Science
 Council for Technical Education and Vocational Training
School of Health Science
 Bharatpur-10, Chitwan

Quality Improvement Program
 Gender Inclusion and Social Inclusion
(GESI) Action Plan (2018-2019)

Actions to be taken to advance Gender Equality and Social Inclusion in each category of the QIP Standards	Persons Responsible		Action Steps	Timeline	Budget
	Lead	Support			
Governance and Management					
Ensure participation from women staff and staff from marginalized group in the annual review of the strategic plan	Principal/Vice-principal	Finance Officer and GESI Focal Person	<p>The strategic plan is reviewed annually. To cover all different perspectives on the progress made and how to move forward male and female and staff from non-marginalized and marginalized groups should be represented during the review.</p> <p>Plan meeting Invite participants Prepare meeting, incorporate activities that ensure that all participants can contribute to the</p>	Last week of Shrawan.	Not required for this activity

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			meeting. They are not just observers. Conduct meeting Evaluate meeting. Write report of the review. And circulate outcomes.		
Encourage participation of women in different units and committees. SOHS has three female staff. At this moment non female staff are participating in any units/committees, in next year at least one of the female staff should participate in one of the committees/units.	Principal/Vice-principal	GESI Focal person	Invite Girls Hostel warden to join Management Committee. During meeting confirm participation of warden in the committee.	Shrawan	No budget needed
Teaching and Learning					
The GESI Module is taught in all programs	Heads of Department, Instructors, GESI Focal Person		A plan and schedule for delivering the GESI Module in each program is prepared. Instructors are oriented to the module and provided with the GESI Manual. The GESI module is delivered (taught) and students provide feedback.	Mangsir	20.000 to print module

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			Teaching of the module is amended in response to student feedback.		
Support to Students					
Career Planning sessions for female students are conducted twice a year.	Career Counselor		Develop career planning session plan and materials and schedule the session Conduct the career planning for women session Provide the participants with session evaluation forms. Review the evaluations and adjust the session plan as required	Mangsir Baishakh	Budget for materials and supplies for the session
Offer inspiring session to female students and differently abled to show them what possibilities they have.	GESI Focal Person	Principal/Vice-principal	Collect inspiring movies (Stephen Hawkings, movie about someone who can write with her feet, and more...). Plan session and invite participants. Conduct session.	Mangsir - Baishakh	5000-10.000
Teachers and Faculty					
Priority is given to the professional development (PD) of	Principal, Heads of Departments		In conjunction with annual performance evaluation, develop professional	Bhadra PD plans and to Baishakh for	Budget for course tuitions, workshop fees

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women and disadvantaged group members (male and female)			development(PD) plan Prioritize the plans for women and disadvantaged group staff and identify opportunities for their professional development Schedule training and professional development for the women and disadvantaged group staff and enable their participation Ensure training is evaluated and contributes to improved performance.	training and PD	and support to staff in training (accommodation sustenance and transport)
Provide training about GESI to all staff of SOHS	GESI focal person	Principal/Vice-principal	Plan date for training Prepare training and training materials Conduct training Evaluate training with participants	Mangsir, 2016	
Budget and Financial Resources					
Facilities and Equipment					
Construction of ramps	Storekeeper	Account officer	Plan construction during	Poush	50.000

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for the two remaining buildings.			vacation period. Arrange construction of the ramps. Construct the ramps.		
For Girls Hostel give priority to differently abled girls or girls van disadvantaged groups.	Vice-principal	GESI Focal Person	Evaluate the current criteria and update if necessary. Select girls according criteria.	Bhadra	
Linkages to Industry and the Community					
Focus on women and People from marginalized groups during CHD and MHP.	HOD	Principal/Vice-principal	Prioritize to periphery of the district. Prioritize the problems of marginalized groups. Plan and implement CHD and MHP to women and marginalized groups.	Magh to Ashadh	Funds stationary, questionnaire, transportation, supervision and monitoring and remuneration to PHC/HP staff.
Research and Development					
Maintain sex and excluded group disaggregated tracer study results	MIS Unit	Principal/Vice-principal	Organize studies to maintain sex and disadvantaged group disaggregation Conduct tracer study Disaggregate the results and	Bhadra - Mangsir	Funds to carry out the tracer study

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			review the studies to determine the results of women and disadvantaged groups students Develop additional support as may be required given the results of the study		
Maintain sex and excluded group disaggregated student evaluation results.	MIS Unit	Principal/Vice-principal	Organize student evaluations to collect data. Conduct student evaluations. Disaggregate the results and review the studies to determine the results of women and disadvantaged groups students Develop additional support as may be required given the results of the study	Bhadra	Funds to distribute questionnaire