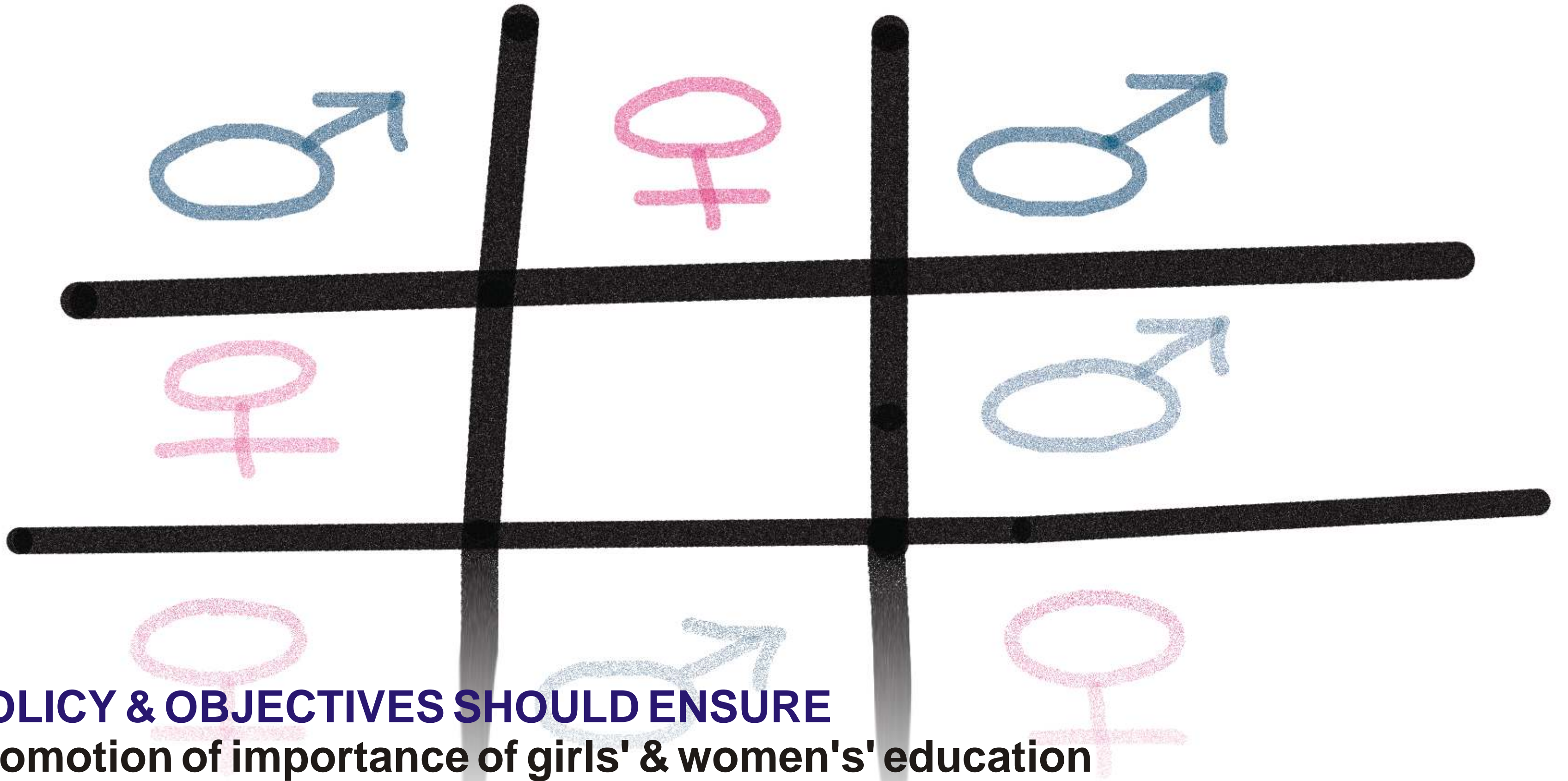


Gender Sensitive

Planning In Education



POLICY & OBJECTIVES SHOULD ENSURE

- Promotion of importance of girls' & women's' education
- Sex disaggregated employment & student profiles of the University
- Affirmative action plans to support & resource female staff
- Assessments of the education & training needs of both males & females

PLANS SHOULD INCLUDE

- Strategies to address cultural, religious & social attitudinal constraints (e.g. segregated schooling, distance education, use of local role models & women's groups to advocate female education especially in non-traditional areas)
- Education facilities that are culturally appropriate (e.g. separate toilet facilities for girls & boys, safe study areas, campus security, secure living quarters)
- Positive discrimination in resource allocation & access e.g. establish quotas for women
- Strategies to develop awareness about female education & employment, especially in rural & remote areas

PARTICIPATION & CONSULTATION STRATEGIES SHOULD INVOLVE

- Problem identification by female faculty & students
- Utilization of gender expertise wherever possible

MONITORING SHOULD ASSESS & EVALUATE

- The selection of subjects studied & educational attainment by males & females & identify trends
- Targets for male & female participation, both staff & students