



Gender in Technical and Vocational Education and Training and Employment Promotion

Advisory service

The challenge

Worldwide, far fewer women are gainfully employed than men. In developing countries and emerging economies, the gender gap is particularly glaring when it comes to employment opportunities and success on the labour market. The disparity already starts in childhood, because compared to boys, girls attend school sporadically and are pulled out earlier. The problems continue when they transition to vocational or academic training and education. Labour markets are segregated into mainly male and female professions. Women work much more often in the informal sector and do so under precarious conditions. They enjoy less social protection and are thus more belong to the “working poor”, making it more difficult for women to achieve financial independence.

Our approach

At GIZ, we are committed to technical and vocational education and training (TVET) and employment for women. We contribute to improved implementation of the German Federal Ministry for Economic Cooperation and Development (BMZ)’s strategy for promoting gender equality. GIZ uses a three-pronged approach consisting of policy dialogue, empowerment, and gender mainstreaming. Gender mainstreaming means that all measures are reviewed for their impacts on gender equality and are adjusted as needed. When it comes to promoting women, German development cooperation pursues the integrated approach of employment promotion. We are committed to improving employability for all genders, to creating and improving productive workplaces that are open to men and women and to functioning coordination measures in the labour market. Also, political framework conditions addressing women’s employment play a major role. When

strengthening the employability of women and girls, we keep in mind that the discrimination they experience early in life often translate into lower levels of general education. We are committed to high-quality education, skills development, improved labour market integration and the dismantling of structural barriers for women and girls in the education system and in the labour market. To achieve improvements in women’s empowerment and gender mainstreaming, we must analyse the target group(s) starting situation in detail. Our partners need gender-disaggregated data and must be aware of the specific barriers for women in their local contexts. For us it is important to compile this knowledge with our partners. It plays a key role in our advisory services.

Our service

Promoting equal opportunities:

- » We support our partner countries with shaping their TVET and labour market policy so that they offer women and men equal opportunities and promote the economic integration of women.

Developing competences:

- » Training for girls and women is often hampered by gender-specific stereotypes. We aim to eliminate these barriers by strengthening gender competences among management and teaching personnel at (TVET) schools. We also support the development of gender-sensitive teaching and learning material.

Engaging members of the community:

- » People with significant influence before and during initial training are parents and male members of the household or the community. We actively include them in the change processes.



Getting companies on board:

- » Companies are important partners for putting equal opportunities into practice. We address them specifically so that they enable women to experience in-company learning phases, offer them training and ultimately jobs.

Making suitable offers:

- » We make sure that training opportunities and labour market policy measures meet the needs and situations of women. A modular, time-adjusted approach ensures that women in TVET can acquire partial training credentials that they can later combine into an overall qualification. In addition, supporting measures in the areas of child care, infrastructure and security ensure that as many women as possible can make use of the training opportunities.

The benefits

Women's rights are human rights. Therefore, our efforts to improve the percentage of women in employment are not driven by economic reasons alone. On the other hand, there are economic advantages to supporting the female half of society with entering the labour market in the best way possible and thus unlocking the full potential of the workforce. As GIZ's partner, you will benefit from our years of experience with promoting gender equality in TVET and employment promotion. The multi-level approach addresses systemic, institutional and individual gender-specific barriers equally. Enhancing for women's and girl's skills and their participation in the workforce has been proven to have a positive impact on many other areas, contributing to the reduction of child mortality and improving educational opportunities for the next generation.

An example from the field

The #eSkills4Girls initiative supported by BMZ is a digital training programme in Ghana. The initiative addresses girls and women exclusively in order to prevent digitalisation from exacerbating the unequal opportunities between the genders. The Programme for Sustainable Economic Development implements #eSkills4Girls. The activities centre on information and communications technology (ICT) courses, as well as awareness-raising and image campaigns as flanking measures. The programme also helps place participants in internships and provides special mentoring programmes. Ghana's Commission for Technical and Vocational Education and Training (CT-VET) and civil society actors are involved in the initiative so that girls and women working in the informal economy can also be reached.

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