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Dual VET in Nepal through ENSSURE project:

Strategies for Gender Equality and Social Inclusion

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TVET context in Nepal

- 70 years of history
- High priority of Govt. of Nepal: Skill is for economic prosperity
- Employment as a Fundamental Right – Article 33/5.6c of constitution 2015

SDC's contribution in TVET sector

- SDC has been contributing to build a sustainable TVET system in Nepal since last 60 years.
- SDC has introduced a Dual VET apprenticeship system in Nepal since 2018 through Enhanced Skills for Sustainable and Rewarding Employment (ENSSURE) project, started in 2016



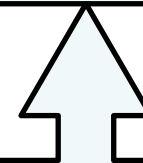
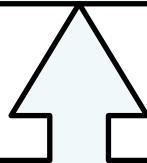
ENSSURE project

GOAL: Nepalese youths, women and men, gain social and economic benefits from a federalised TVET system.

1. Nepalese youth, women and men, have gainful employment.

2. Federal, provincial and local government institutions respond to the needs of the labour market.

3. Private companies meet their needs for skilled human resources through active engagement in the TVET sector.





GESI strategy in ENSSURE project

Unequal benefits: Certain segments of the population do not equally benefit from economic and human development outcomes, because of persistent exclusion based on gender, social and geographic disparities.

Two main obstacles: Access and Stigmatization

1. **Access:** Lack of Access to information of training opportunities, and lack of the financial access to participate to these trainings ;
2. **The stigmatisation :** Several occupations are stigmatized and looked down. E.g. shoemaking at individual level (not in factory); Tailoring and Beautician are stigmatised as women friendly. Unsupportive deeply rooted family/social norms that discourage women in non-traditional well-paid occupations.



GESI strategy in ENSSURE project

GESI measures:

Institutional level: E.g. government's guidelines for scholarship, positive discrimination in entry criteria, allocation of quota to disadvantaged groups, businesses' code of conduct for industry, sensitizing technical schools to hire women instructors, coordination with community based organizations to disseminate the information...) to ensure inclusion and equitable benefits at **individual level.**

Individual level:

Orientation: Group and individual orientation to the girls and also family orientation in few cases;

Special support to girls in industry placement. E.g consider the distance, timing and number of girls (at least 2 in the same company) etc.



ENSSURE Project

- Until now **1,597** Apprentices are enrolled in **24 month** apprenticeship program in **seven** occupations.
 - **18% are Female** and **64%** are from discriminated groups
- 1 batch has completed the program and 100% of them are in full time employment.
 - **12% are Female** and **62%** are form discriminated groups.
- **420** industries are hiring apprentices; paying them allowances from NPR 4,000 to 18,000 per month (26.6% to -120% of the basic salary) as well as food and accommodation in some cases.
- Industries select apprentices, coach, supervise and assess their performance.



Challenges for GESI

Major challenges:

- The apprentices spend 70-80% time in the companies. The biggest concerns for companies is that the apprentices quit before the end of the program.
- The goal of ENSSURE is to promote hiring of female apprentices as well as apprentices from disadvantaged/discriminated background (e.g. Dalit). Further challenge of losing women apprentices.
- Some of the training programs are not much motivating to women (e.g. Mechanical trades).
- The employers' perception towards women/girls is still not favorable. They consider women are weak to perform certain tasks as well as they fear of hiring women because they have to give extra security to them.



Challenges for GESI

- ***Other challenges:***
 - ✓ Industries are mostly urban based, thus requires youth to come to city and rent a room on a shared basis
 - ✓ Societal perception is changing gradually towards female who goes out of their place, however, sometimes become hindering factor for some of the women.



Discussion

1. Questions of clarification from the groups: 7 mins
2. Discussion in the group : 25 mins
 - ✓ How to bring more women in Dual VET Apprenticeship in Nepal?
 - ✓ Convincing business and industry: how long does it take to convince them?
3. Wrap up. 5 mins