



**TVET, Gender and employability: challenges and strategy to overcome**

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# IMPLEMENTATION AREAS



  
Initial Vocational  
Education and Training



  
Labour Market  
Insertion



  
Upskilling and  
Reskilling



## OUR HYPOTHESIS

The development of skills and competences for employment and self-employment will help young people of both sexes to find better jobs and, therefore, to obtain better incomes, contributing to greater economic and social equity in the country.



# GOALS



## **Paid productive employment**

Creation of technical capacity and improvement of local productivity through the empowerment of young people (m/f)

## **Productive self-employment**

Vulnerable young people (m/f) increase their employability through better technical, methodological, social, soft skills

**Certification and improvement of skills**  
Workers and workshop owners (m/f) certify knowledge and increase their income and/or employability

## **Coordination and complementarity of actions**

between development agents to contribute to and improve legislative structures, governance and financial mechanisms for Vocational Training

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## RESEARCH RESULTS

- Qualitative research
- 37 girls participated in the focus groups
- Only 7 have work related to the courses they have taken
- The level of female professional insertion in the respective areas of professional training is **18.9%**

## CHALLENGES FOR FEMALE PROFESSIONAL INSERTION

- Gender stereotypes
- Lack of self-confidence
- Unplanned pregnancy

## STRATEGY TO OVERCOME

- Project gender strategy developed
- Engage Training Centers to adopt gender-sensitive learning approaches
- Engage companies to offer internships to girls
- Partner with Civil Society Organizations working in the field of gender to offer lectures, debates and roundtables to discuss issues related to sexual health, family planning and women's empowerment



## Discussion guiding questions

- What are the gender barriers you have faced in your project?
- How do you deal with this barriers?
- What strategies do you use to overcome these barriers?



We create opportunities

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