



Gender & Social Inclusion in dual VET in Development Cooperation – Getting beyond Indicators

Barcamp organized by DC dVET
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Keynote Sandra Rothboeck



Pictures Swisscontact, ILO

Dual VET

Systematically combines training periods in the workplace and education in a vocational school.

Alternance can take place on a weekly, monthly or yearly basis.

-> Better learning and labour market outcomes

-> Opportunity for disadvantaged groups to catch up on years lost in education



Challenges for inclusive Dual VET in Development Cooperation

Enough Jobs?

Low status/credibility
of dual VET in
enterprises

Many youngsters enter
labour market

Centre Capacities
Training/infrastructure
Links to enterprises

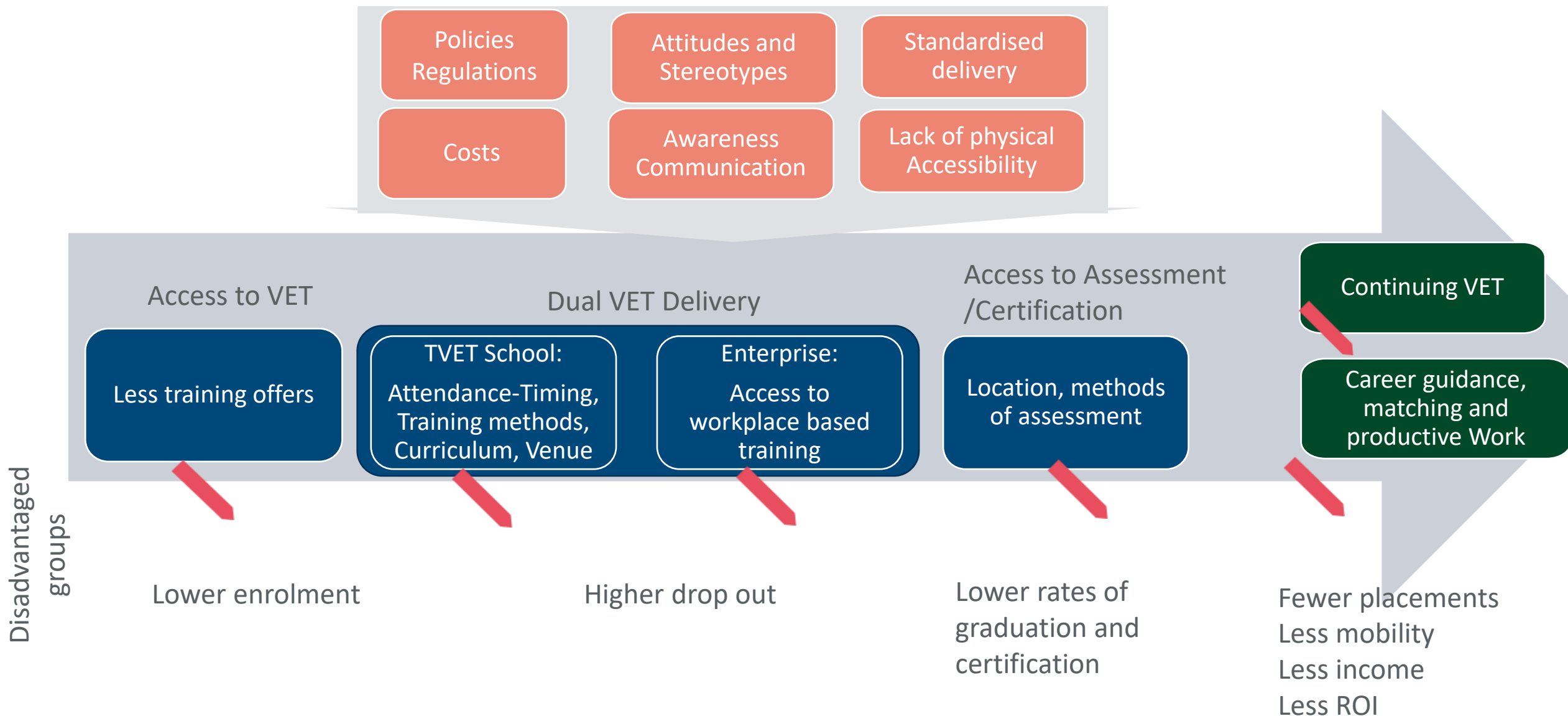
Access to formal/dual
TVET

Large share of informal
enterprises

No LLL opportunities

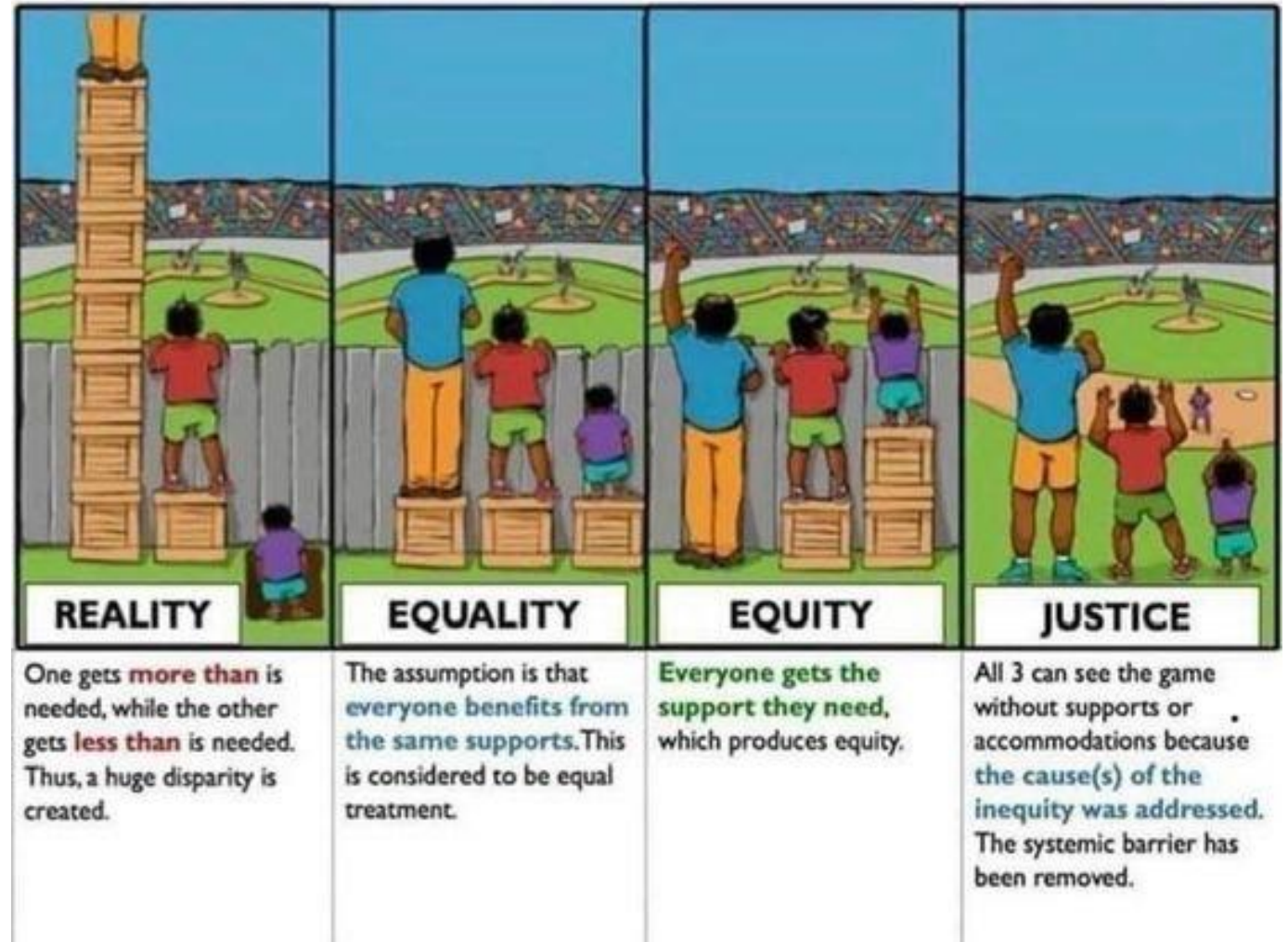
- Macro Economic Environment
- Framework conditions
- Institutional Capacities
- Resources
- Awareness / Attitude
- Time
- Scalability

Barriers in the Dual TVET Cycle



Source: Adapted from ILO (2021): Guide to inclusive VET.

Implications of Interventions



Measures at various levels for access and participation

**Enabling policy environment:
Inclusive Education, Incentives, Active labour market measures**

Ensure foundation Skills
Quality Education/Pre-vocational Training/Remedial Education



GESI in Dual VET



- **GESI policies**
- **HR recruitment** procedures
- **Reasonable** accommodation
- **Training** of staff
- **Needbased** learning arrangements
- **Remedial** Training Programmes
- **Supported** training
- **Retention** Strategies
- **Career guidance**/placement support

- **GESI policies**
- **HR recruitment** procedures
- **Safe & reasonable** accommodation
- **Training** of staff
- **Needbased** learning / work arrangements
- **Supported** learning
- Additional support services (e.g. crèche, transportation)

1. Schneider Electric: Gender equality and Inclusion

Integrates SDGs in CSR and Core business

“At Schneider Electric, we
#ChooseToChallenge
gender bias and stereotypes,
and we encourage others to be
part of the change”

Charise Le
CHRO



- ✓ Hiring practices
- ✓ Pro-active enrolment **as dual Apprentices** in male dominated/ new trades
- ✓ Continuous training
- ✓ Promotions
- ✓ Equal wage efforts
- ✓ Training for entrepreneurship

Equal commitments 2021 - 2025

2021 - 2025
SCHNEIDER
SUSTAINABILITY
IMPACT

50%

women in hiring

40%

women in front-line management

30%

women in leadership teams

50 Million

people with access to green electricity



**Providing
Equal Rights
And Inclusiveness**
(Since 2007)

2. Lemon Tree Hotels India

56 destinations
8000 employees

16%
'Opportunity for
deprived Indians'

12% PwD

Growth Model

- Learning and People Culture
 - Talent Management
 - Equal Treatment
-



Dual VET and Continuing VET:

Train, hire, retain

Dual VET Offer

- *Local Training Provider (3 years)*
- *Specialised organisations: for catch up education, soft and vocational skills*

Direct hiring and structured workplace-based training with specialized organisation

Further education, soft skills training for all (*e.g. sign language)

Equal Pay and opportunities to growth

Inclusion and equal opportunity policy (since 2007) focus on 'Opportunity Deprived Indians'

Physical /Mental Disability

- Speech and Hearing Impaired
- Orthopedically Handicapped
- Acid Survivors
- Low Vision
- Down Syndrome
- Autism

Poorer/Marginalised Groups

- Below Poverty Line individuals
- Destitute women
- Orphans/abandoned girls
- Individuals from economically weak families
- Communities who do not get education and employment opportunities rural/neglected areas

Education below 9th standard

Learnings

- ✓ Customer Loyalty
- ✓ 50% less attrition
- ✓ higher productivity
- ✓ more caring work culture

<https://www.youtube.com/watch?v=BrLj8f8yN2E>



Many Questions
are open for
discussion

How to leverage partnerships in policy and programming?

How to address intersectionality and need for required additional support services in dual VET ?

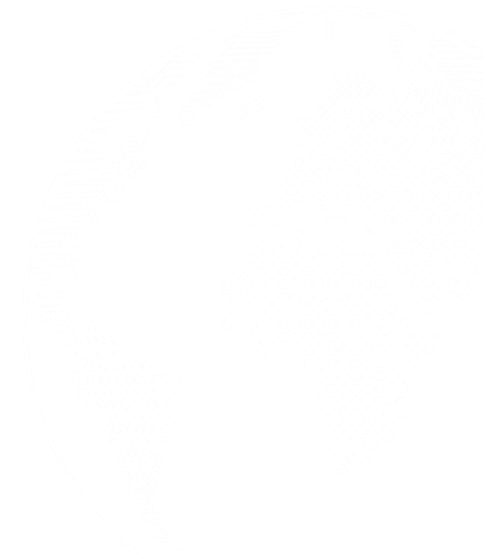
How to scale good case practices in dual VET?

How to promote a business case to engage the private sector?

Which additional indicators can measure changes and progress made towards GESI?

How far can our partners address diversity of needs in GESI?

Be realistic with expectations and clearly define scope of inclusion within a project



THANK YOU AND
HAVE A GREAT
DISCUSSION