



ONLINE

SKILLS DEVELOPMENT

SKILLS DEVELOPMENT FOR GENDER EQUALITY AND SOCIAL INCLUSION

24 JUNE – 3 AUGUST 2024

 60 HOURS

Information Note



International
Labour
Organization



International Training Centre

WHY IS THIS COURSE IMPORTANT?

The ILO emphasizes the need for TVET systems to be accessible and responsive to the needs of a wide range of disadvantaged groups, including persons with disabilities, people living in rural areas, migrant workers, and individuals working in the informal sector.

This course is designed for participants to learn about the development of inclusive vocational training systems and programmes that can overcome a range of existing barriers for disadvantaged groups and individuals – specifically those related to gender equality. The gender gaps in TVET have significant and multifaceted consequences that extend to broader socio-economic impacts. These disparities undermine women’s access to and participation in the labour market, perpetuate gender biases in occupational choices and contribute to a segmented labour market where women are often relegated to lower-paid, lower-status jobs.

Moreover, women’s underrepresentation in STEM fields and technical vocations widens the disparity in employment opportunities between women and men, limiting women’s participation in high-growth and technology-driven sectors of the economy.

The societal and cultural norms that underpin these gender gaps further entrench inequalities, making it challenging for women to break free from traditional roles and expectations which contribute to a cycle of disadvantage, where women are less likely to access education and training opportunities, especially in rural, informal, and traditional economies, due to a combination of logistical, societal, and financial barriers.

The consequences of gender gaps in TVET extend to the broader economy and society. The lack of gender diversity undermines the potential for creative solutions and technological advancements, hindering economic development and competitiveness on a global scale.

The e-learning course on “Skills Development for Gender Equality and Social Inclusion” uniquely incorporates gender-responsive methodologies for TVET, developed through a collaborative effort by the ILO and VVOB (the Belgian Education for Development agency). This methodology aims to systematically integrate gender considerations into all aspects of TVET programs and policies.

WHO ATTENDS THIS COURSE?

- Policy-makers and technical advisors of ministries of employment/labour and education/gender
- Members of skills councils, national TVET authorities and similar institutions
- Representatives of workers’ and employers’ organizations involved in skills development

- Representatives of women’s organizations
- Experts and technical staff working in the field of TVET planning and in CSOs and NGOs working with vulnerable groups
- Specialized institutions from the public, private and not-for-profit sectors that are working on gender issues, informality and the integration of persons with disabilities.
- Gender champions and/or experts from the private or public sector

WHAT WILL YOU BE ABLE TO DO AFTER COMPLETING THIS COURSE?

This course provides practical guidance for assessing and building inclusive and gender-responsive TVET and skills development systems catered to a range of groups and individuals, such as women, persons with disabilities, people living in rural areas, migrant workers, and people working in the informal sector. By the end of the programme, participants will have:

- Built awareness on key concepts and benefits of gender equality and social inclusion in TVET for all
- Identified the underlying causes of inequalities, address questions of status, and challenge social perceptions
- Learnt how to overcome existing barriers to access and participation through carefully designed policy intervention and practical measures for inclusive TVET design and delivery.

WHAT ESSENTIAL TOPICS WILL YOU MASTER IN THIS COURSE?

The course endorses a holistic approach to the training and labour market inclusion process – from accessibility of training to participation, graduation, and work transition for all, focusing on some key specific topics:

Key concepts and global perspectives on gender equality and social inclusion.

Learn the key terminologies and understand where and how to stay updated on the latest developments in gender equality and social inclusion. Discover the implication of this issues on education and employment and they should be prioritized.

Gender complexity and unique challenges.

Explore the multifaceted challenges linked to gender and their implications in education, especially in TVET. Acquire insight into the policy toolkit and its practical application in addressing gender-related issues.

Framework of inequality analysis for inclusive TVET for all

Discover practical tools for assessing gender and inclusion issues within the TVET system and learn transformative processes for addressing them through case studies and shared experiences.

Gender-responsive and inclusive TVET system

Develop skills to implement a vocational education and training system that prioritizes gender equality and inclusivity. Learn to integrate gender perspectives into all aspects of TVET, fostering an inclusive learning environment. Empower individuals of all genders to pursue educational goals without discrimination.

Making assessment and certification inclusive

Analyse how and why assessment and certification can be inclusive or exclusive, in particular for learners and workers in the informal sector. Explore the concept of Recognition of Prior Learning and skills recognition as a tool for social inclusion, with a specific focus on labour market integration of migrant workers. Evaluate the inclusiveness of certified Open Badges.

Measures supporting school to work transition

Exploring study and career guidance, along with bridges to the world of work, involves utilizing an analysis grid to understand the essential support mechanisms, including mentorship and hands-on experience.

HOW WILL THE COURSE BE CONDUCTED?

This innovative training programme has been designed according to a learner-centred approach in order to better involve participants and keep them motivated. It is highly interactive and engaging. Different methods have been used to make the content interesting, relevant and engaging. The course includes a digital assessment tool that helps participants self-assess the current degree of inclusivity of a TVET and skills development system.

After the participant has completed each module and submitted the assignment through the course platform, a tutor will provide feedback and the participant will be given access to the next module. Participants who successfully complete the assignments required (one per each module) will receive a **Certificate of Achievement**.

IN WHICH LANGUAGES WILL THE COURSE BE OFFERED?

Participants will be required to have a good knowledge of oral and written English as training materials will be available on the e-platform in English.

APPLICATION AND FEES

If you wish to participate in this course, please fill in the **online application** available here: <https://oarf2.itcilo.org/DST/A9717071/en>

The application should be accompanied by **a letter from the sponsoring organization OR a personal letter** committing to cover participation cost (These two documents should reach us by **Friday 21 June 2024**).

ABOUT FELLOWSHIPS

Candidates who have never received a fellowship from ITCILO, women, and persons with disabilities will be given priority for fellowships.

PRICE

Tuition: € 1,335

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course:
No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course:
Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course:
Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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SCAN THE QR CODE

COURSE CODE: A9717071