

# IMPACT ON YOUNG WOMEN THROUGH GENDER TRANSFORMATIVE VOCATIONAL SKILL TRAININGS



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# OUTLINE



- Context
- Introduction/Background
- Methodology
- Findings
- Recommendations

# Context of Nepal



- **Unemployment:** Highest unemployment age for youth aged **15-29** is **19.2%** (**Source: ILO website**)
- As per average data from 1990-2022, Nepal's female labour force participation rate is 28.6 % and the male labour force participation rate is 53.1%.

[https://www.theglobaleconomy.com/Nepal/Female\\_labor\\_force\\_participation/](https://www.theglobaleconomy.com/Nepal/Female_labor_force_participation/)

- **Lack of authority or autonomy in financial decision-making:** Major financial decisions need to be made in consultation with their husbands, in-laws or family elders.

(**Source:** Study report titled Understanding Young Women's Pathway to Economic Empowerment and Resilience in Rural Context, Plan International, 2023)

# Introduction of project

Plan International Nepal has been implemented from 1 August 2019 to 31 July 2023 Promoting Young Women for Employment in Pokhara (PYWE) in Pokhara, Kaski with the support of Plan International Switzerland, Germany and Netherland office.

**Target group:** 18-24 year young women

# GOAL AND OUTCOME

1. Young women are “work ready” by being adequately skilled and with relevant knowledge.



**OVERALL GOAL**  
Increase decent wage employment for young women in Pokhara

4. Improved Functioning of labor market

2. Employers in Pokhara offer decent wage employment opportunities.

3. Improved gender-sensitive and responsive enabling environment



# HOW DID PROJECT WORK

**Breaking  
Gender-  
stereotype**

**Comprehensive  
package  
(personal and  
professional  
development)**

**Inclusive  
environment**

**Collaboration  
with private  
sector**

**Collaboration  
with  
government for  
system  
strengthening**

# METHODOLOGY:



## Mixed methodology

### A. Quantitative Method:

$$n = \frac{X^2 N p (1 - p)}{e^2 (N - 1) + X^2 p (1 - P)} \times Deff$$

Krejcie and Morgan (1970)

SN	Nature of participants	Population	Sample size	Actual
1	Young women	460	210	211*
2	Employers	300	169	177**
	Total	760	379	387

\*95% Confidence interval and a 5% margin of error

\*Note: *Driving, electrician, computer repair, Montessori, mobile repair, handicraft, housekeeping, trekking, security guards, sales persons, Barista, Excavator operator.*

\*\**-Hotel/restaurant, private company, Montessori, trekking agency, repair centres, department stores, auto showroom.*

## Socio-demographic characteristics of survey young women

Age	Mean age – 21.8 (minimum – 18, maximum – 27)
Caste & ethnicity	40.8% Janjati, 35.1% Dalit, 22.7% Brahmin/Chhetri, 1.4% Muslim
Education level	66.4% higher secondary (+2), 18.5% Bachelor, 10% SEE, 4.7% Basic (up to 10 grade), 0.5% no education
Marital status	28.4% married



# METHODOLOGY:



## **B. Qualitative Method:**

- 4-In-depth Interviews with young women,
- 4-FGDs with parents and employers
- 17-KIIs-Representatives of Local government, training providers, HAN, TAAN

# INSTRUMENTS:

- Structured questions for survey
- Key questions

DAC-OECD evaluation criteria i.e. Relevance, Coherence, Effectiveness, Efficiency, Impact and Sustainability

# FINDINGS:



Indicators	Base line	Evalua tion
% of young women who have knowledge of prevention and reporting mechanisms of work-related gender-based violence	0	98%

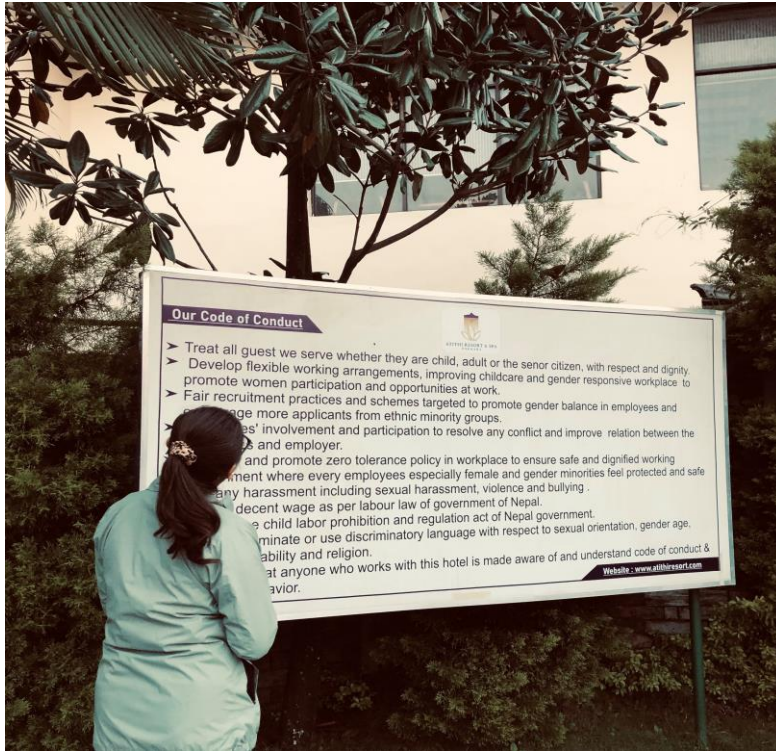
**57.3%** of the beneficiaries were employed or self-employed, with 39.8% in formal jobs and 17.5% in self-employed.

# FINDINGS:

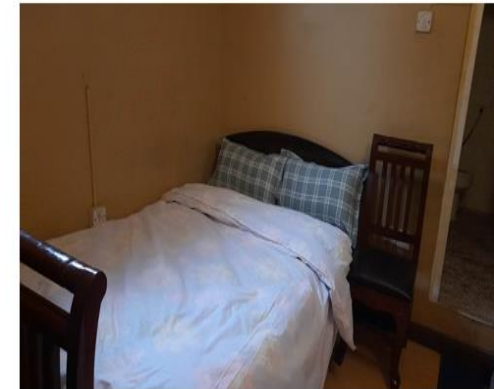


Indicators	Baseline	Evaluation
% of employers taking steps towards a gender-responsive environment	48%	61%

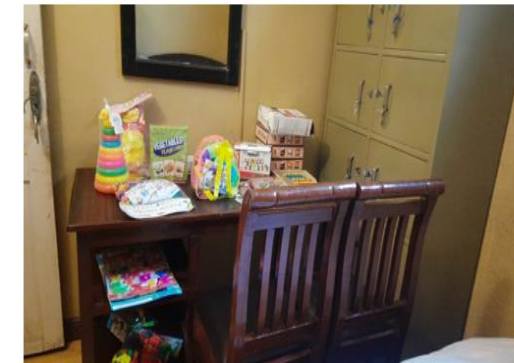
# MODEL WORK OF GENDER RESPONSIVE WORKPLACE



Code of conduct at workplace



Separate room allocated by hotel



# FINDINGS:



<b>Indicators</b>	<b>Baseline</b>	<b>Evaluation</b>
% of employers which take steps towards decent work practices for young people	40%	44%

# FINDINGS:



Indicators	Baseline	Evaluation
% of young women who receive support from their families to pursue employment opportunities	21%	83%

Indicators	Baseline	Evaluation
% of companies who report that recruitment process has improved	12%	53%

# FINDINGS



**Top down and bottom up both approach:** Working with employer's association simultaneously with individual employers for policy influencing work such as decent work and gender responsive workplace and job placement.

**Conductive environment** at training venue and workplace is must for young women especially lactating mothers and disability to pursue and continue their dream.

**Comprehensive package** of training is crucial for overall development.

# FINDINGS



- Contributed to challenge stereotypical norms through gender transformative type of trades
- Promoted conducive environment from workplace to home for decent and gender equality
- Soft skills trainings crucial to boost their confidence
- Along with vocational skill trainings, additional skills helped for job placement



# RECOMMENDATIONS



- Attitude of employers towards fulfilling requirement for women employees seems burdensome especially considering anti-harassment and anti-bullying policies thus need to more focus in this sector
- Need rigorous work with employers to promote decent work
- Work through collaboration with government for decent work.
- Focus on workplace based training, which increase high changes of employment
- **Follow-up and tracker studies:** Implement follow-up/tracker study to assess post-training outcomes and enhance post-project accountability, possibly through the implementing partner organization



Thank you