

Inclusion in Technical and Vocational Education and Training (TVET)

Programme “Reform of TVET in Viet Nam”



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Context

In the last decades, Viet Nam has made great progress towards gender equality and empowering women and girls. Regarding employment, women's participation in non-farm activities has increased at a rapid rate, especially in rural areas, and the wage gap between men and women has narrowed. Despite this progress, women, as well as other people who are disadvantaged due to age, disability, ethnicity, geographic location or economic background, often still do not have equal opportunities to participate in education and training. Only 25,5% of trainees in the TVET system are women. In the technical occupations the percentage is under 5%. This is due to a persistent perception among students and parents that technical occupations are not suitable for women (GIZ Gender Analysis 2019). Other marginalised groups, such as people with disabilities, also have only very little opportunities to participate in regular vocational training due to infrastructural, financial, and social barriers. This unequal access to education and training contributes to limited opportunities for marginalised groups on the labour market (MoLISA: Labour Market Update 04/2020).

TVET can therefore play an important role in increasing participation of marginalised groups in the society by providing equal access to education and training and thus improving opportunities on the labour market.

Approach

The Programme “Reform of TVET in Viet Nam”, that is financed by the German Ministry for Economic Cooperation and Development (BMZ) and implemented by Deutsche Gesellschaft fuer Internationale Zusammenarbeit (GIZ) together with the Vietnamese Directorate of Vocational Education and Training (DVET), promotes inclusive education and training. The Programme helps removing the barriers limiting the participation in TVET and realising the rights of all learners to receive high-quality education. It promotes respect for diversity and encourages a flexible and open TVET system that adapts to the needs of marginalised and non-marginalised trainees in an equal way.

At the macro-level, the Programme cooperates with its partner DVET under the Ministry of Labour, Invalids and Social Affairs (MoLISA). The Programme advises on inclusive policies which promote diversity and gender equality. This includes support for establishing an in-company trainer qualification system considering international labour standards on gender-equality and non-discrimination as well as advice on human rights education. The partners are also supported to develop mechanisms for creating accessible digital tools and training offers.

At the micro-level, the capacities of management and teaching staff of selected TVET institutes are strengthened through



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further training on inclusive teaching, career counselling and management. Jointly implemented with different partners, events against sexual harassment raise awareness about gender-based violence. Partner colleges are supported to introduce their training programmes to women and people with disabilities through inclusive Open Days and Girls' Days and through the provision of scholarships for marginalised groups of students.

Moreover, the Programme cooperates with Siemens Viet Nam and partner TVET institutes to develop gender sensitive and inclusive training modules and materials for smart manufacturing. Modern training stations will be built to improve access of people with disabilities to the training.

Results

On the policy level, advice on inclusion and gender equality has been integrated into the TVET strategy 2021-2030. Furthermore, between 2018 and 2020, the percentage of female participants in activities of the TVET programme increased from 16% to 25%.

Gender sensitivity was considered while revising and piloting cooperative training programmes in six technical occupations at partner TVET institutes. A campaign against sexual harassment at TVET colleges has increased awareness about gender-based violence of around 2,000 direct participants and up to 10,000 others who followed the reporting in the media.

Promoting inclusive TVET through Girls' Days and gender mainstreaming campaigns has more than doubled the share of female trainees in the supported technical training courses between 2018 and 2020. As of July 2021, 48 female trainees receive scholarships from the Programme.

45 teachers and managers have increased their knowledge on inclusion of people with disabilities and inclusive career counseling. A toolkit on digital accessibility was developed and presented to 60 TVET stakeholders.

Moreover, 13 people with disabilities and seven homeless people are supported with scholarships, equipment and social work assistance to participate in short-term training courses for people affected by the COVID-19 pandemic. Enhanced skills increase their chances on the labour market and open-up additional possibilities to engage in the community.

Programme	Reform of TVET in Viet Nam
Commissioned and financed by	Federal Ministry for Economic Cooperation and Development (BMZ), Germany
Implementing organisation	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Lead executing agency	Ministry of Labour - Invalids and Social Affairs (MoLISA), Viet Nam
Duration	2020 - 2024

Published by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Registered offices Bonn and Eschborn, Germany

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As at June, 2022
Printed by Programme "Reform of TVET in Viet Nam"
Design Nguyen Minh Cong (GIZ)
Photo credits Tuva Communication, DRD
Text Programme "Reform of TVET in Viet Nam"

GIZ is responsible for the content of this publication.
On behalf of Federal Ministry for Economic Cooperation and Development (BMZ)

In cooperation with Ministry of Labour - Invalids and Social Affairs (MoLISA)