

GIZ Gender Competition 2016

GIZ Sri Lanka: Vocational Training in North & East of Sri Lanka

Introduction

In collaboration with the Government of Sri Lanka and the Federal Republic of Germany, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, in cooperation with the Ministry of Skills Development and vocational Training will establish the Sri Lankan German Training Institute (SLGTI) in Kilinochchi, to meet the skill needs of the local, national and international labour market.

The VTN projects main aim is to provide high quality training for youth from NVQ 4 upwards in trades that would have a high skills demand and career opportunities. While the proposed training center SLGTI, which will be located in Kilinochchi is a medium term plan is expected to be operational from July 2016 onwards, the training programs have already commenced and are housed in the NAITA training centre as well as under the guidance of selected partner organizations.

The project will attempt to address the vocational and technical skills needs of youth, both women and men in the region and eventually the country. The project will mainstream gender requirements in all its programs, procedures and interventions. (if you need more information please visit: www.vtnaita.com)

The task of recruiting and retaining women in Vocational Training activities remains a challenge to the project. Due to the post conflict nature of the area of operation – the difficulties women face has increased. The loss of livelihoods as well as family members has thrown women into roles that were not conceived before. The psychological effect that this has had on their lives has been remarkable. The problems hindering the access for women and girls to vocational training:

- The traditional cultural structure confines women to particular roles. The prevailing social norms influence the participation of women and girls' in economic activities differently according to their age, marital status and educational qualifications as well as to the sector in which training is provided.
- The distance to the training centres are a deterrent for women and girls in rural areas to access VT programmes.
- There are hardly qualified female trainers employed in the north.
- The poorly social acceptance of woman in so called “men dominated trades”.
- The training packages are less adapted to women's needs.
- There is a missing interest for women to be trained, due to a lack of awareness about vocational training.

From the mentioned challenges the following objectives arise for the vocational training sector and the VTN Project:

1. To support and encourage young females to be confident and to gain employment.
2. To raise awareness and information in communities about the possibilities and opportunities of vocational training for women and men.
3. To support vocational training centres and institutions to include gender issues and empowerment for woman.

Promoting Gender equality.

Promote the awareness within the communities (especially family members) to accept the women who are studying the vocational training and to be given the opportunities to work with men in the work places.



giz-VTN conducting advocacy promotion on vocational training specially in the north of Sri Lanka and at the same time all over the country with the support of NAITA or VTA. These are the activities leads to encourage more women participation in the VT centers.



The women's day event increased young men and women trust and confidence within themselves especially in the Northern Province students (they were affected by war and they were victimized).



Instructors got well understanding and they balanced gender equality during the training of trainers' workshop

Gender as a quality feature of our work

giz initiated and encouraged the partners conducted the cultural events and exposé visit for all students. Northern Province training students (young men and women) met in the southern province training students in the first time. And they shared their experience in the training sectors.



The cultural events increased their trust between instructors and students got well understanding them and they balanced gender equality also during and after the event in the class rooms.



Gender and RBM



The RBM applied in the project in order to measure gender outcome of the project. The project has and indicators which defines In altogether 48 newly developed and/or revised basic and further training courses, the promoted vocational training establishments train an annually increasing number of youth from the project region, of whom 30% are women.

Cooperation.

The project mainly focuses on the Gender mainstreaming and Economic empowerment of the women through the project in line with the BMZ action plan that defines. The project has the steering committees for take strategic decision of the project that influence to achieve the gender goal together with stakeholders. In the operational level we have a VT provider's forum led by the District Secretariat that will support to achieve the gender objectives as a team.



Women coordinate and organize the village young communities in the village to promote the carrier guidance awareness program.

Conclusion.

The project facing challenges to initiate the young Tamil girls to learn vocational training courses especially automobile, electrical and electronical sector.

The VTN project is in its inception stage and the needs for gender mainstreaming has been recognized and prioritized.

Since the VTN project works closely with several state and non-state agencies the gender mainstreaming system will address these institutions too.

It is hoped that eventually the SLGTI and its core partners will internalize the gender mainstreaming strategy of the VTN project.