



**ADVANCING GENDER EQUALITY IN STEM THROUGH TVET**

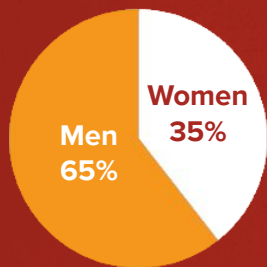
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**UNESCO - UNEVOC Webinar — Global Careers Month**

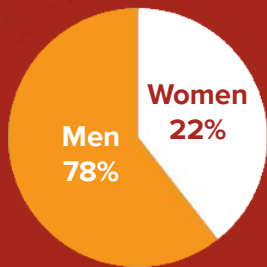
## The Gender Equality Gap in STEM and TVET

- **Women = 35%** of STEM graduates globally.
- **Women = 22%** of STEM jobs in G20 countries.
- Gender-responsive TVET supports peace, development, and human rights.
- Ensuring equal opportunities builds inclusive, future-ready skills systems.

STEM graduates globally



STEM jobs in G20 countries



## Why Gender Mainstreaming Matters for TVET Systems.

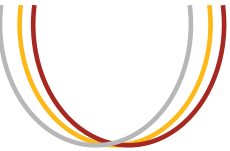
- Integrating gender equality into all policies, programmes, and budgets.
- Core institutional function, not an afterthought.
- Addresses the needs of girls/boys and women/men.
- Strengthens learning outcomes and institutional effectiveness.



## Understanding Why Girls Are Excluded From STEM Early.

- Early gender stereotypes: “boys are better at science”.
- Lack of female role models in media and school.
- Classroom bias in technical roles and encouragement.
- Social norms pushing girls toward “feminine” careers.





## Structural Barriers Girls Face in TVET



1.

Limited hands-on,  
applied STEM learning.

2.

Safety, sanitation, and  
commute challenges.

3.

Digital divide and lack of  
early technology  
exposure.

4.

Confidence gap shaped  
by environment, not  
performance.

## Key Activities to Mainstream Gender in TVET

1. **Identify gender gaps** with disaggregated data.
2. **Review policies:** admissions, safety, budgets, curriculum & pedagogy, guidance, facilities.
3. **Train teachers** on gender-responsive pedagogy.
4. **Integrate gender** into curriculum and teaching.
5. **Monitor progress** and adjust strategies.
6. **Engage families, communities & industry partners.**





- Role models and mentorship boost girls' confidence.
- Community engagement shifts norms.
- Hands-on, relevant STEM learning increases interest.
- Safe and supportive environments improve retention.

## Opportunities for Girls in STEM Through TVET

- Digital, green, and care economy pathways.
- Technical apprenticeship and internship opportunities.
- Partnerships with industry and communities.
- TVET as a platform to close gender gaps and build skills.



## Recommendations for Action

- Integrating foundational STEM education in secondary schools to build pathways into TIVET programs.
- Institutionalize gender-responsive pedagogy.
- Invest in safe, inclusive learning environments.
- Strengthen mentorship and career guidance.
- Ensure gender-sensitive budgeting and planning.
- Scale partnerships to support girls' STEM pathways.



## Call to Action

Let us build STEM and TVET systems where every girl can access, participate, and thrive.

Girls do not lack ability. They lack opportunity, confidence, representation, and encouragement.





**Thank you for your attention.**

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