



Save the Children

Gender Analysis for Skills to Succeed Program in Bangladesh

Atik Chowdhury – S2S Project Director

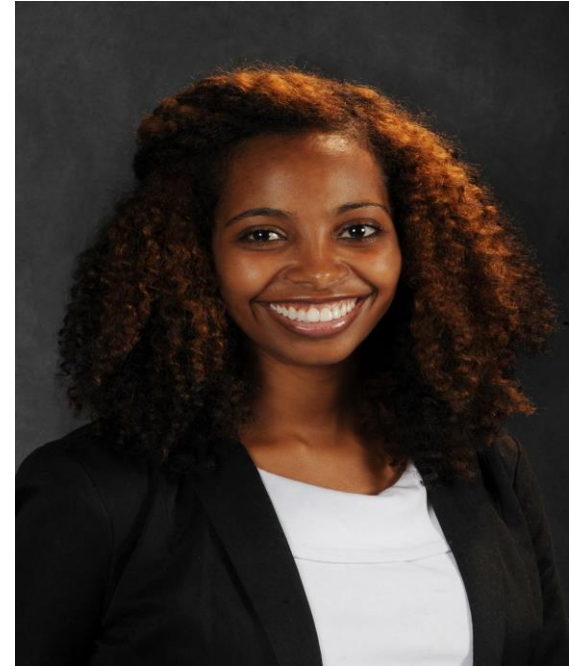
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Who We Are



Atik Chowdhury
Project Director, Skills to Succeed
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Senior Specialist, MEAL and
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Program Description

Skills to Succeed Program (S2S)

Our Ambition:

To equip deprived and at-risk adolescents and youth with the skills and job linkages they need to find decent jobs or build their own businesses and break the intergenerational cycle of poverty.



Reach:

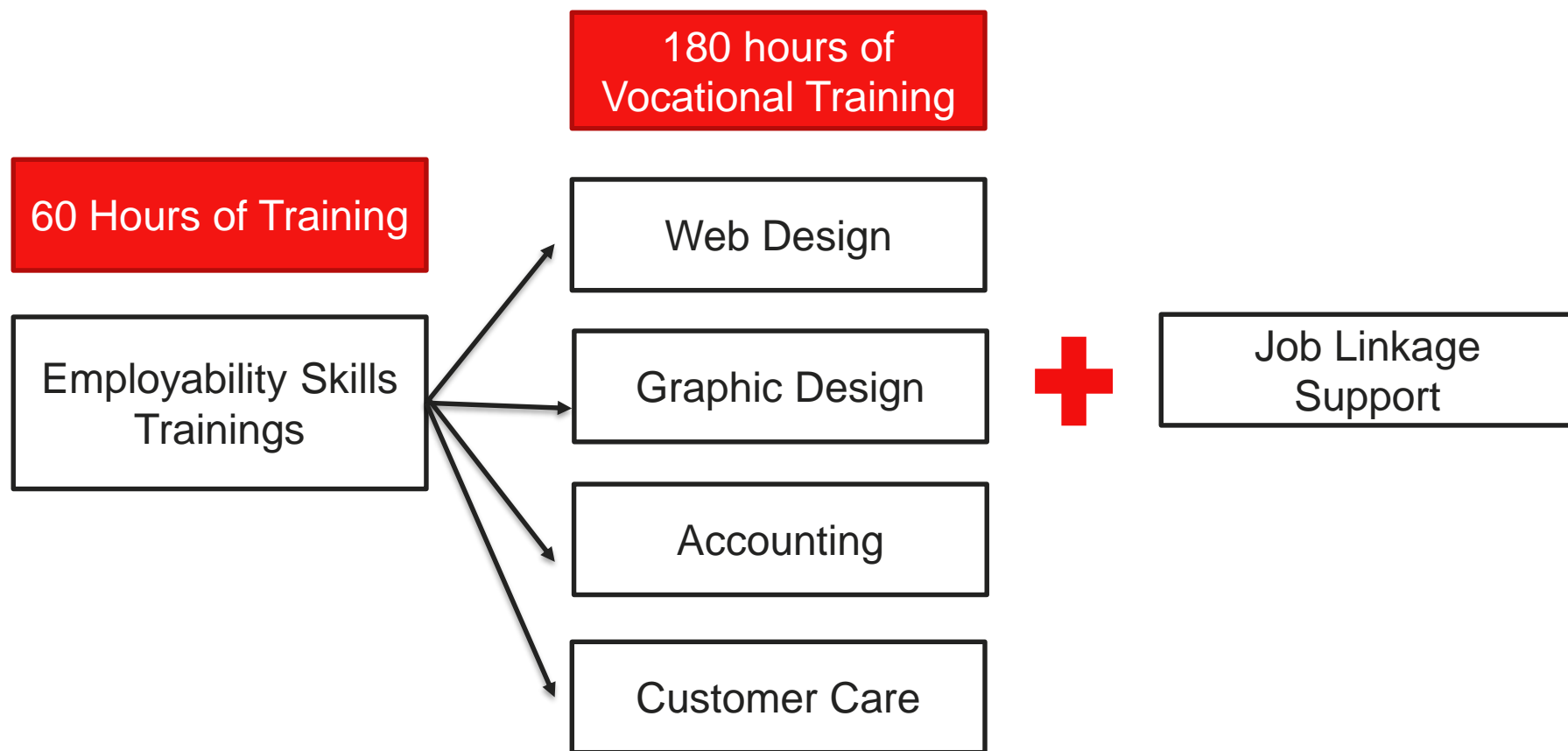
- Since 2011, we have served 155,000 youth in Bangladesh, China, Egypt, Italy, Indonesia, Mexico, Philippines and Vietnam.



Skills to Succeed Program in Bangladesh

Targeted beneficiaries

13,500 out-of-school youths who are 16 to 24 years old and living in Dhaka slum areas.



Gender Analysis

Gender Analysis

Research Objectives

1. Identify gender-based barriers and opportunities to young women and men participating in S2S, and that affect their employment outcomes;
2. Recommend specific program design elements to test ways to increase young women's employment outcomes.



Youth Employment Randomized Control Trial

Donors

- Dr. Anthony Lunn and Dr. Phyllis Teitelbaum
- J-PAL
- IPA

Youth Involved

- 3,500 youth



Research Questions

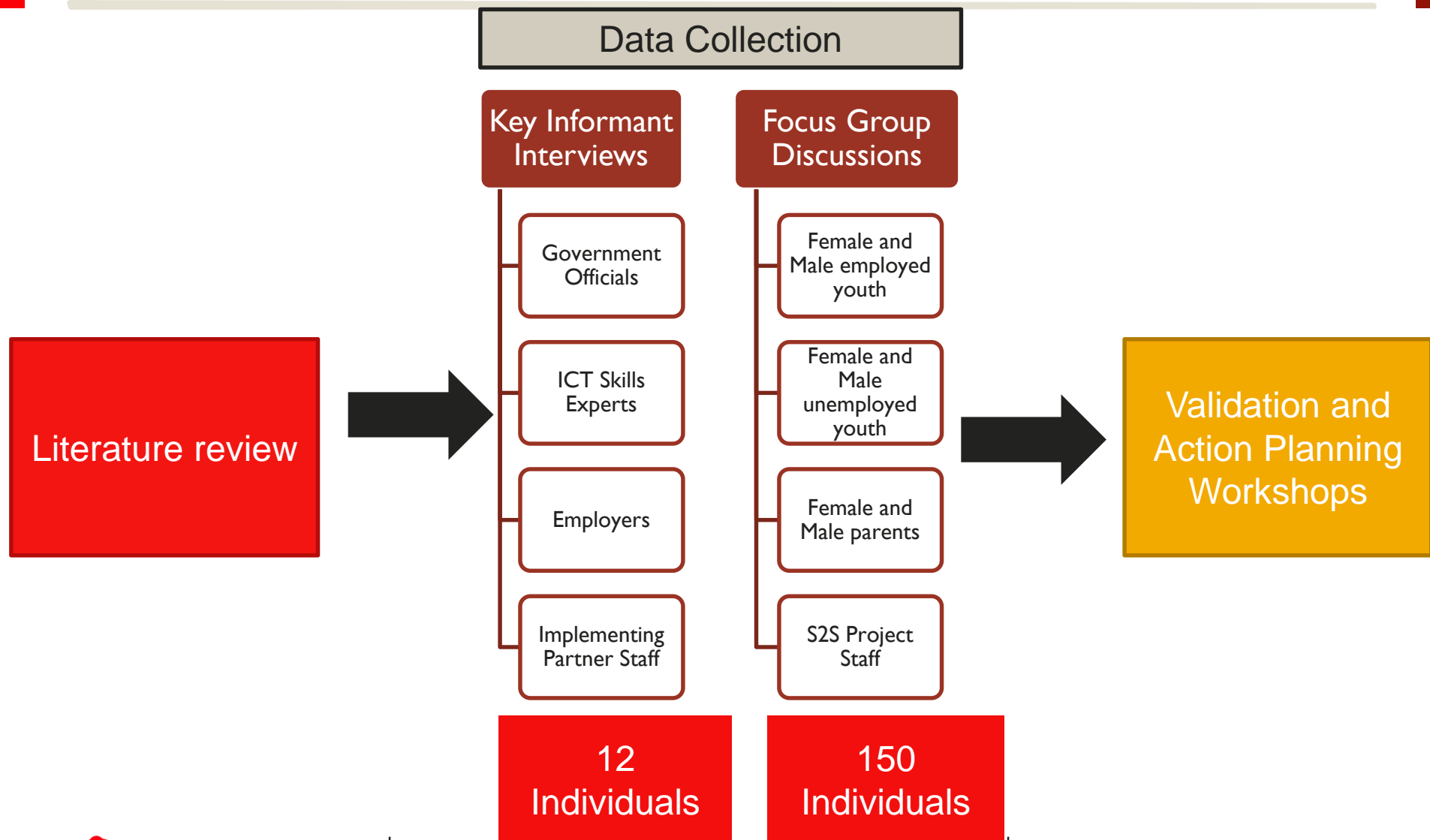
1. What impact does participating in S2S have on youth's employment outcomes?
2. How can S2S empower and boost the employment outcomes of young women?

Treatment and Control Arms

1. **Treatment 1:** Youth receive standard S2S youth employment interventions
2. **Treatment 2:** Youth receive S2S youth employment and gender interventions
3. **Control:** Youth do not receive program

Gender Analysis

Methods



Gender Analysis

Findings – Gender Based Barriers to Employment

Individual Level

Lack of access to technology

Lack of academic qualifications

Cost of transportation

Family/Community Level

Restricted mobility

Community gossip

Marriage and household roles

Employer Level

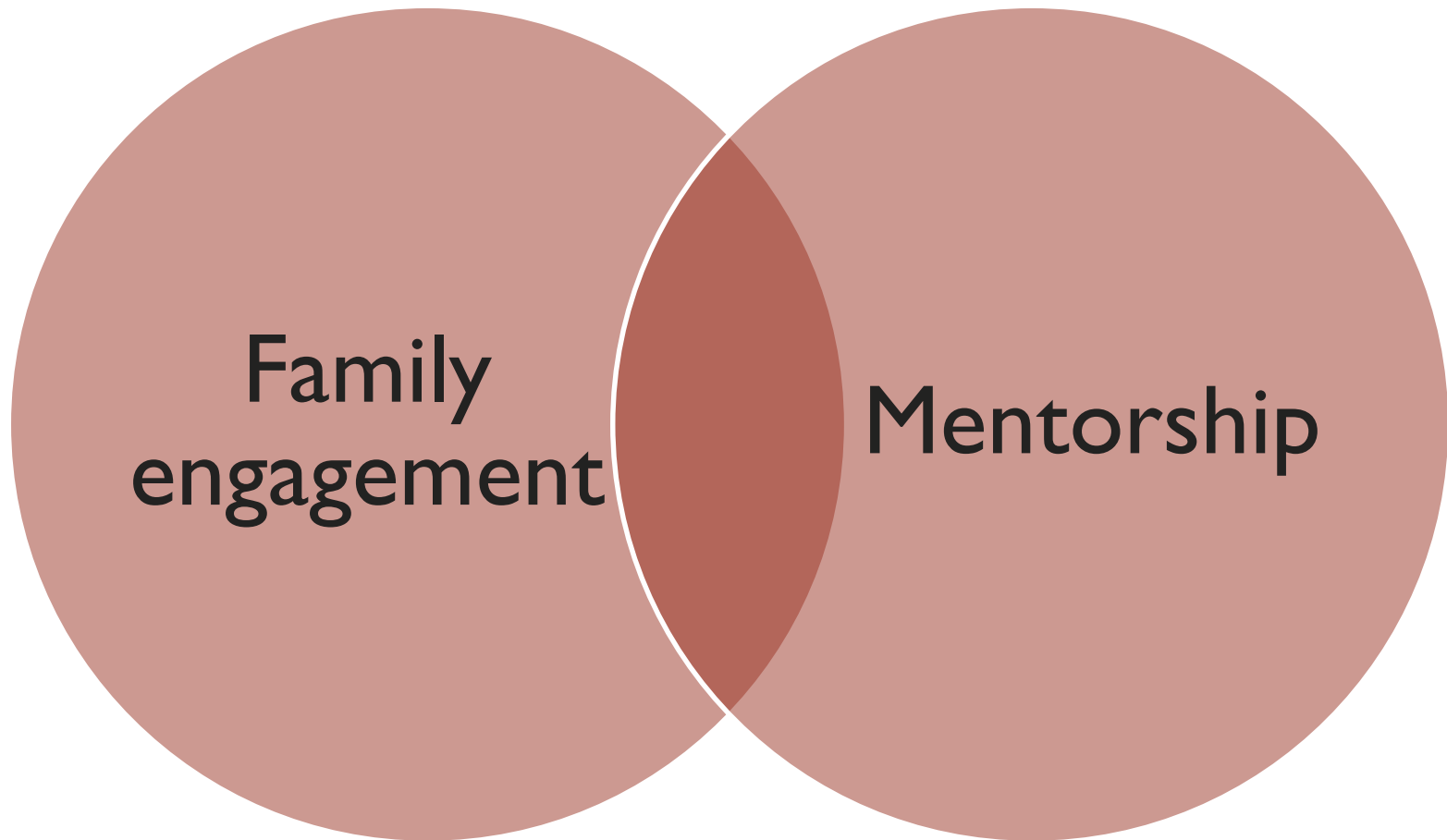
Gender stereotyping by employers

Night shifts for jobs in ICT/BPO Sector



Gender Analysis

Recommendations



Gender Interventions

Implementation of Gender Interventions

1

Parenting Sessions

- Increase parent's knowledge and awareness of gender norms, division of labour and gender-based discrimination
- Increase parent's awareness of non-traditional roles for women in and out of the household

2

Theatre for Development

- Increase parent's awareness of gender-based barriers for women to join and succeed in ICT/BPO employment opportunities through an interactive theatre session

3

Role Model Sessions

- Increase social capital of female youth and provide roadmap to employment
- Provide examples of how female alumni and employees overcame barriers to find and succeed in ICT/BPO sector



Lessons Learned

Success

Successful adaptation of gender interventions to COVID

Interactive sessions successfully engaged parents

Identified Challenges

Need longer periods of engagement and more frequent interaction with parents to change their gender attitudes

Youth at times were not comfortable asking their parents questions in the Theatre

Lower rates of participation by male parents



Advocacy Efforts

Plans for Advocacy

Objective:

- Share evidence to stakeholders on skills development program for youth programs that work
- Provide recommendations for programs to be scaled up
- Inform policy for youth skills development and gender programming

Dissemination of Result and Advocacy:

- Findings will be shared with relevant stakeholders both at local and national level (Ministry of Education, Ministry of Labor and Employment, Ministry of Women and Children Affairs, employer and association, INGO, UN, NGO, academia and research organization, parents, youth).





Thank You!

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And

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