



APTC GENDER EQUALITY AND SOCIAL INCLUSION STRATEGIC FRAMEWORK (2020-2022)

The Australia Pacific Training Coalition (APTC) is the Australian Government's flagship investment in Technical and Vocational Education Training (TVET) in the Pacific. APTC's goal is "a more skilled, inclusive and productive workforce enhances Pacific prosperity". Gender Equality and Social Inclusion (GESI) is an integral part of achieving this goal by breaking down inequality and exclusion within Pacific TVET systems.

APTC strongly believes that the equal and just participation in skills development of all groups at all levels and in all areas of the society is the key to achieving holistic Pacific prosperity. Drawing on its experience since inception in 2007, best practice from other institutions in the Pacific, APTC has developed an ambitious Gender Equality and Social Inclusion Strategic Framework (2020-2022).

This Strategic Framework aims to generate responsive and transformative actions to tackle existing barriers, gaps and forms of exclusions while also taking into consideration the context within which APTC operates and its achievements to date. Through this strategic framework, APTC will be moving forward to support inclusive and gender responsive Pacific TVET systems and to meaningfully contribute towards broader Gender Equality and Social Inclusion work within the Pacific Region.

The GESI strategic framework is based on the recognition that the existing systems of inequalities and exclusions deeply ingrained within Pacific island societies also trickles down to Pacific TVET systems. To tackle these challenges and achieve transformative change at individual and systemic level for greater and equitable Pacific productivity the strategic framework adopts a Twin Track approach. Through this approach APTC will implement specific action to improve GESI within APTC's functions (mainstreaming), as well as targeted set of interventions to improve educational and employment outcomes for women, persons living with disabilities and individuals from rural, remote, maritime and small island states (targeted actions).

Through consultations with a broad range of stakeholders, review of its own practice, achievements and challenges, APTC has identified 3 key areas of intervention which have in turn informed the development of four commitments namely:

1. We will mainstream Gender Equality and Social Inclusion within APTC's operations
2. We will collaborate with reform minded partners and champions to promote inclusive enabling environment for excluded and marginalised groups within Pacific TVET systems
3. We will target equitable educational outcomes for women, persons living with disabilities and students from rural, remote, maritime and small island states.
4. We will target equitable employment outcomes for women, persons living with disabilities and students from rural, remote, maritime and small island states.

Moving from strategic framework to action, a supporting GESI Action Plan with concrete and achievable set of GESI actions/targets will be developed on an annual basis. This action plan will be embedded within APTC's existing annual planning, monitoring and review cycle and will be driven by APTC's Leadership Team with the support of the GESI Facilitator. The monitoring and evaluation of this strategic framework will fall under the APTC Monitoring, Evaluation and Learning Framework (MELF), guided by DFAT's six indicators for gender equality and two on disability.

A summary of the GESI vision, interventions and commitments is presented overleaf.

APTC Gender Equality and Social Inclusion Strategic Framework (2020-2022)

Vision: To support inclusive and gender responsive Pacific TVET systems which contribute towards skilled and productive workforce for greater Pacific productivity.

Our 3 Key Interventions

- 1** Address gendered and exclusionary norms within the Pacific TVET systems
- 2** Eliminate Institutional GESI barriers within APTC
- 3** Empower socially excluded and marginalised groups within Pacific TVET systems

APTC's 3 key areas of interventions will be supported by 4 commitments

- Commitment 1**
We will mainstream Gender Equality and Social Inclusion within APTC's operations
- Commitment 2**
We will collaborate with reform minded partners and champions to promote inclusive enabling environment for excluded and marginalised groups within Pacific TVET systems
- Commitment 3**
We will target equitable educational outcomes for women, persons living with disabilities and students from rural, remote, maritime and small island states.
- Commitment 4**
We will target equitable employment outcomes for women, persons living with disabilities and students from rural, remote, maritime and small island states.

Mainstreaming ← These commitments will take a Twin Track Approach → Targeted