

# VIA PARTICIPANTS PROFILE

SUMMARY OF VIA PARTICIPATION IN MOZAMBIQUE  
April 2017 – March 2020



# SUMMARY OF VIA PARTICIPATION

With support from the Mastercard Foundation, the International Youth Foundation has been partnering with INEP and IFPELAC since 2015 to improve economic opportunities for young people in Mozambique. Via facilitates sustainable changes and refinements in the TVET systems so that services and offerings are more responsive to the needs of young people and industry.

This brief report summarizes the main characteristics of young people who enrolled in the four IFPELAC vocational training centers where the Via: pathways to work initiative has been implemented since 2017., in Mozambique.

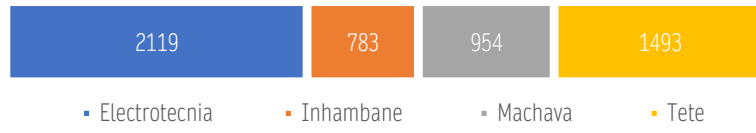
One outcome of Via initiative is sustainably integrating life skills into IFPELAC's technical training, through IYF's signature curriculum, Passport to Sucess<sup>®</sup>, PTS. The data presented helps to understand the main characteristics such as demographics, social status and career choices of the trainees at the vocational training centers located in Maputo City, Maputo, Tete and Inhambane provinces.



# 5349

participants enrolled in enhanced vocational training since 2017

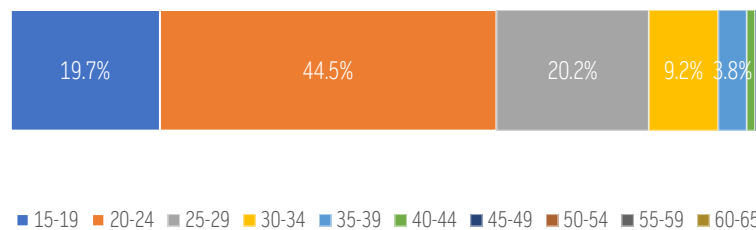
Since IYF started supporting the delivery of the PTS life skills curriculum at the four IFPELAC vocational training centers, 5349 students have received enhanced technical training.



The Maputo City and Tete vocational training centers are the most sought-after by young people to acquire technical knowledge. This is probably related to the fact that these centers are located in dynamic urban centers with more diverse work opportunities. Tete has industry level mining companies such as Vale and Jindal.

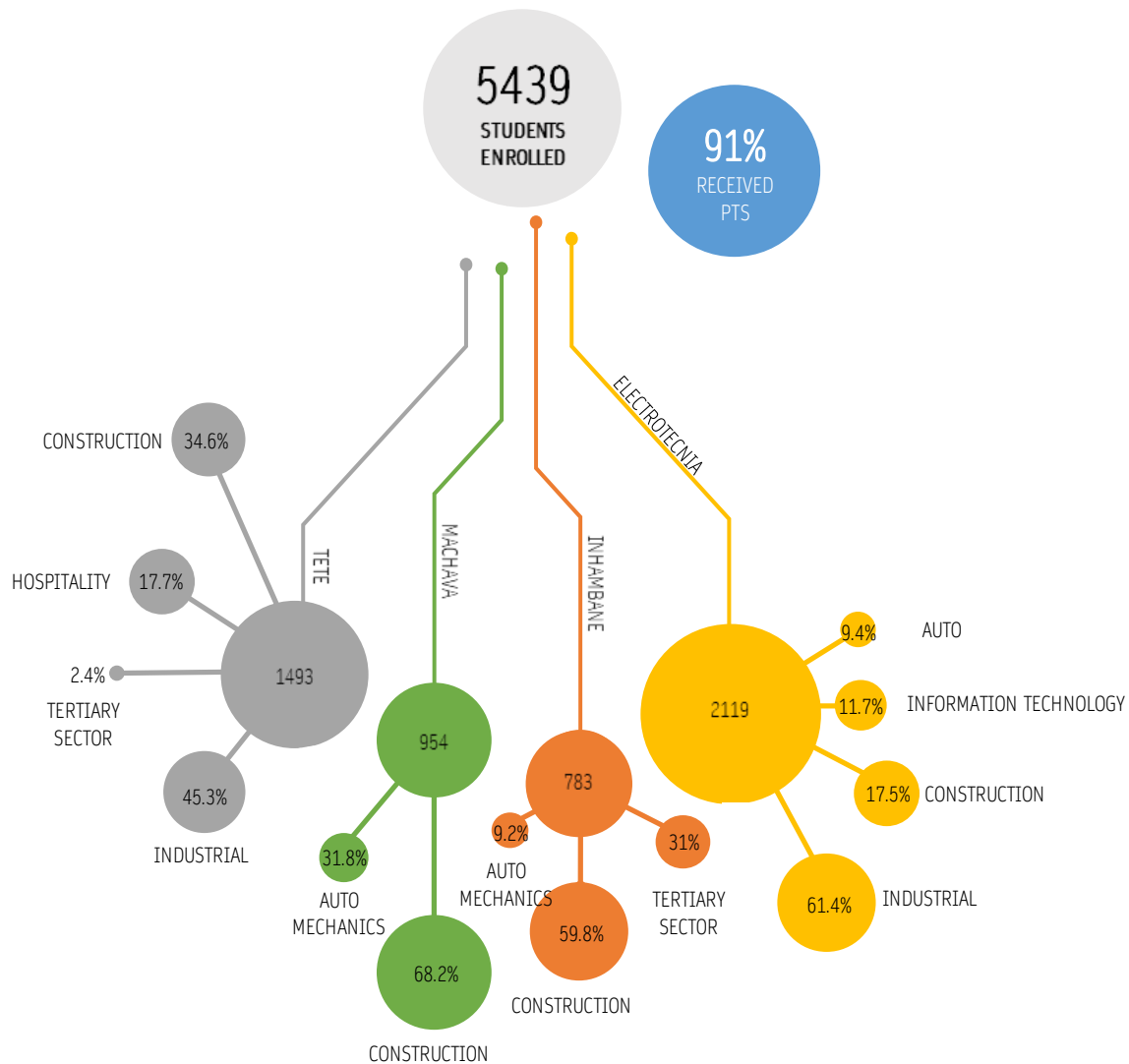


Out of the total number of students trained at the vocational centers, only 20% are women. The percentage varies from center to center as will be seen further in the report.



Regarding age, around 85% of trainees are under 30. It should be noted, however, that the services supported by Via for the vocational training centers are available for all those enrolled in the technical course, which explains the existence of participants of all ages.

# COURSES DISTRIBUTION



All the four vocational training centers offer similar types of courses geared towards self-employment and industry. The Industrial field and Construction areas are the most sought after at the four centers. However, these may vary in duration and curriculum per center. Auto Mechanics courses are delivered at all centers except Tete. On the other hand, hospitality related courses are offered only in Tete and have a higher number of women compared to the other courses.

Electrotecnia center is focused on the industrial field; however, it is worth noting that there is one other professional training center in the city of Maputo with a diversified portfolio offering courses in the tertiary sector which attract more female students. Currently, IYF is not supporting PTS delivery at the second center.

Both Tete and Inhambane deliver tertiary courses, which are mainly chosen by women. Inhambane offers courses in the areas of administration such as secretarial and accounting; other courses such as cutting and sewing have a participation of 31%. These courses are mostly taken by women as can be seen in the table below. Tete only offers training cutting and sewing. This course are chosen by 2.4% of the students.

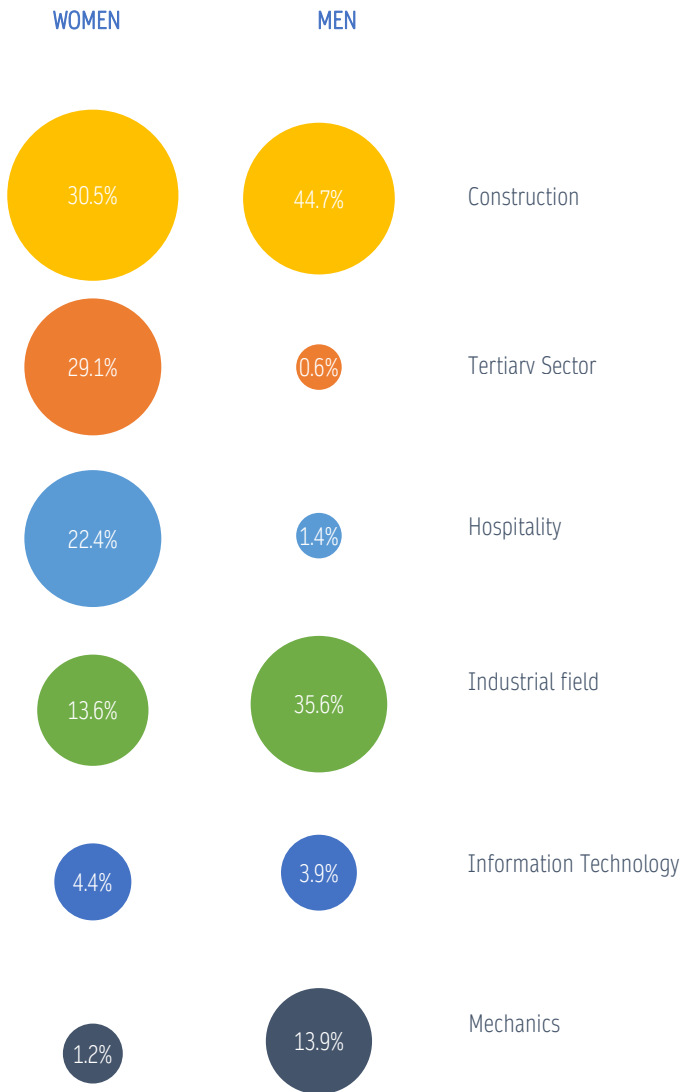
The Electrotecnia center in Maputo city is the only one offering information technology. However, these courses do not attract many students either, covering less than 10% of the center's students - 7% men and 2% women.

Although these tendencies help to understand the preferences of young people seeking technical training as a response to building a professional career, it remains to be understood the reasons why young people choose these courses and what tools or criteria they use when making this decision. The table below details the distribution of both men and women by course in each center.

# COURSES DISTRIBUTION BY IMPLEMENTING PARTNER

	SECTOR	COURSE	MEN	WOMEN
MACHAVA	Construction	Mason	3.8%	0.7%
		Plumbing	5.9%	0.9%
		AutoCAD	1.8%	0.3%
		Civil locksmith	11.5%	0.8%
		Carpentry	1.8%	0.0%
		Domestic refrigeration mechanics	18.9%	1.4%
	Mechanics	Electricity installer	17.0%	3.5%
		Auto Mechanics	17.5%	0.8%
		Auto Electricity	13.3%	0.1%
TETE	Construction	Carpentry	1.2%	0.0%
		Civil painting	0.8%	0.1%
		Electricity installer	11.2%	2.6%
		Locksmith	2.1%	0.3%
		Plumbing	5.9%	1.3%
		Cooling & AC	5.4%	1.0%
		Assembly of metal structures	2.1%	0.6%
	Hospitality	Cooking	0.7%	7.8%
		Restaurant and Bar	1.8%	2.3%
		Restaurant, Bar and Hosting	0.5%	1.4%
		Hosting	0.5%	2.5%
	Industrial	Industrial Maintenance Electricity	9.6%	2.6%
		Industrial Maintenance Mechanics	22.9%	5.8%
		Welding	4.0%	0.3%
	Tertiary Sector	Cutting and sewing	0.2%	2.2%
ELECTROTECNIA	Information Technology	Assembly and administration of computer networks	4.4%	0.2%
		Assembly and repair of computers	1.2%	0.1%
		Basic and Intermediate Informatic	1.7%	1.6%
	Mechanics	Auto Mechanics	7.6%	0.0%
		Auto Electricity	3.9%	0.1%
	Industrial	Hydraulics	0.2%	0.0%
		Instrumentation	2.5%	0.2%
		Welding	7.8%	0.0%
		Industrial Maintenance Electricity	23.1%	2.3%
		Industrial Maintenance Mechanics	23.8%	1.5%
	Construction	Electricity installer	13.0%	2.4%
		Civil locksmith	2.1%	0.0%
INHAMBANE	Mechanics	Auto Electricity	7.9%	1.3%
	Construction	Electricity installer	21.1%	3.7%
		Civil locksmith	3.2%	0.4%
		Plumbing	10.1%	4.3%
		Mason	1.3%	0.1%
		Carpentry	2.2%	0.0%
		Cooling	12.9%	0.5%
	Tertiary Sector	Secretariat	0.1%	1.7%
		Applied Accounting	0.8%	1.8%
		Cutting and sewing	1.5%	25.2%

# TRAINING SECTORS



When it comes to choosing courses, both male (44.7%) and female (30.5%) students tend to go for courses in the construction sector, mainly electricity installation.

Many women interviewed during focus group discussions share the difficulties of finding work in this area. Cultural stereotypes dictate that women should not be considered when hiring electricians. In these meetings, many stressed their own role in breaking this stereotype by doing some free work to show that they "know as much about electricity as men". However, strategies must be thought out to change these beliefs and norms in order to open the range of opportunities for women to achieve financial autonomy.

22.4% of women choose to follow careers related to hospitality. It is worth noting that these courses are only administered in Tete.

In Inhambane, despite the high rate of tourism in the province, the only hospitality related course -restaurant and bar - was cancelled in 2017 due to a lack of resources. It is important to note that UEM -Universidade Eduardo Mondlane - has the main faculty of hospitality based in Inhambane

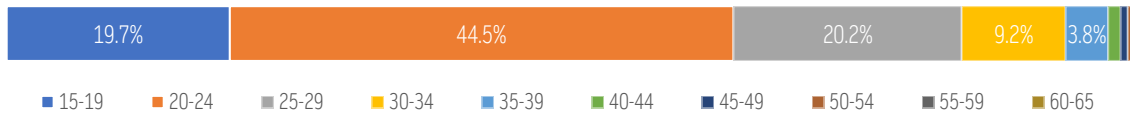
Considering that this sector seems to have great potential to attract women to vocational training centers and given the high unemployment rate among women, the possibility of including this (or similar) courses in other centers should be studied, particularly with regard to the employability of women in this sector.

Other areas that seem to interest women are secretarial, accounting and cutting and sewing which again enforces certain stereotypes.

The men, on the other hand, select areas connected to the industry, like the electricity of industrial maintenance or the mechanic of industrial maintenance.

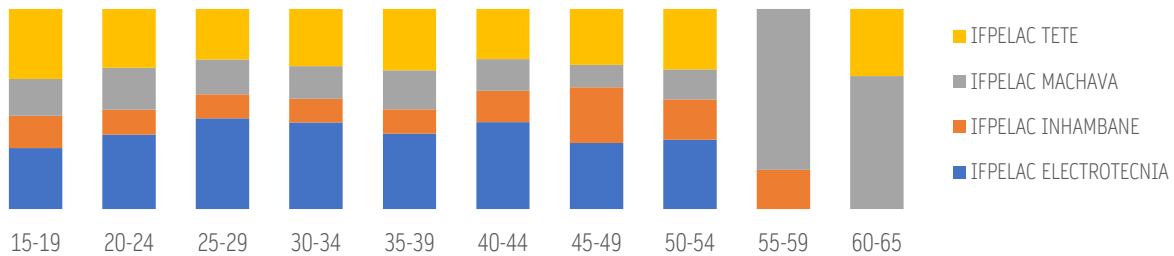
# AGE DISTRIBUTION

IYF's life skills signature curriculum, Passport to Success®, (PTS) has been adapted by the four implementing partners, with the support of the Via program, as a complementary curriculum to the technical courses which enhances the student's capacity to engage and sustain both formal and non-formal employment opportunities. PTS is offered in a non-discriminatory manner where all students who enroll at the vocational training centers can benefit from it irrespective of their age. Therefore, even though Via specifically targets youth from 16 to 24 years of age, there are other participants of different age ranges as can be seen in the tables that follow.



64.2% of the students at the four vocational training centers constitute the Via age range. Data shows that the average age of trainees is 24 years and 94% of those are under 35. The age range of the students at the four centers is 15 to 65 and trainees over 55 years correspond to 0.3%.

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-65
IFPELAC ELECTROTECNIA	15.9%	43.6%	24.0%	10.4%	3.7%	1.3%	0.5%	0.6%	0.0%	0.0%
IFPELAC INHAMBANE	24.1%	42.1%	18.3%	8.2%	3.4%	1.3%	1.3%	1.1%	0.3%	0.0%
IFPELAC MACHAVA	18.9%	48.5%	18.1%	7.8%	3.8%	0.9%	0.4%	0.5%	0.7%	0.4%
IFPELAC TETE	23.3%	44.3%	17.3%	8.9%	3.9%	0.9%	0.6%	0.7%	0.0%	0.1%



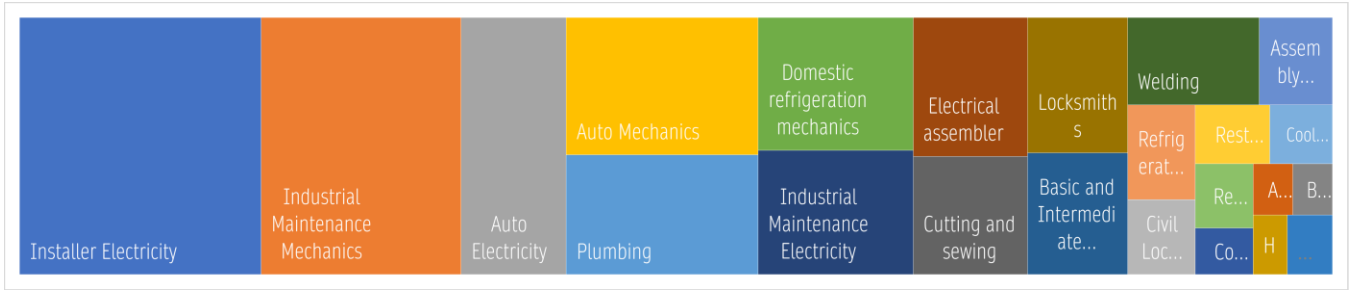
All centers seem to follow the same trend regarding age distribution as shown in the table and graph below. Inhambane has the highest number of younger participants – 24.1% are between 15 and 19 years old. Electrotecnia, only 15.9% are within that age range. Looking at Via's focus range, Tete, Machava, and Inhambane have a combined percentage of 67 students between 15-24 years old while Electrotecnia on its own has 59.5% participants under 25. The percentage of participants under 35 is around 93% for all the centers.

Regarding age distribution by gender, the percentage of women above 35 years of age is slightly higher than that of men, as detailed in the table below.

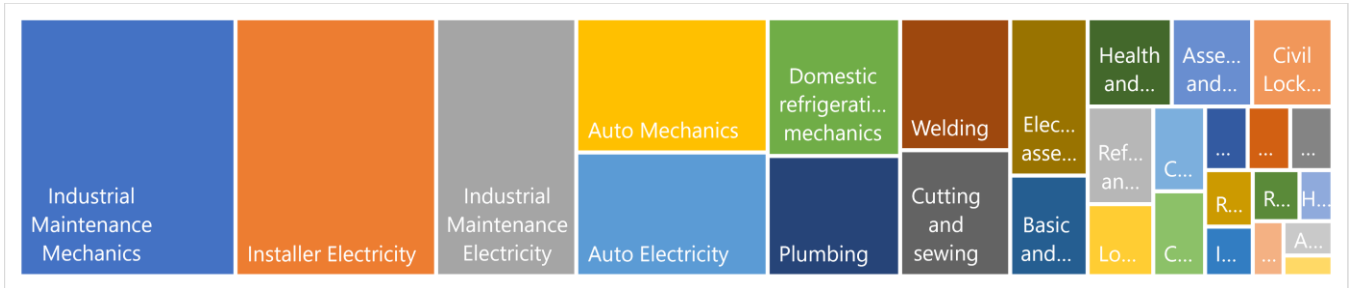
	WOMEN	MAN
TRAINEES UNDER 35	90.0%	94.4%
TRAINEES OVER 35	10.0%	5.6%

# AGE DISTRIBUTION BY COURSE

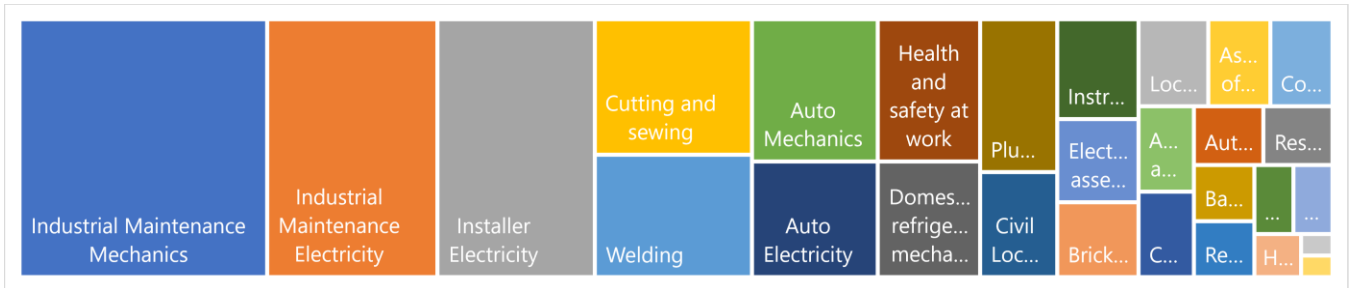
Course distribution 15-19



Courses distribution 20-24



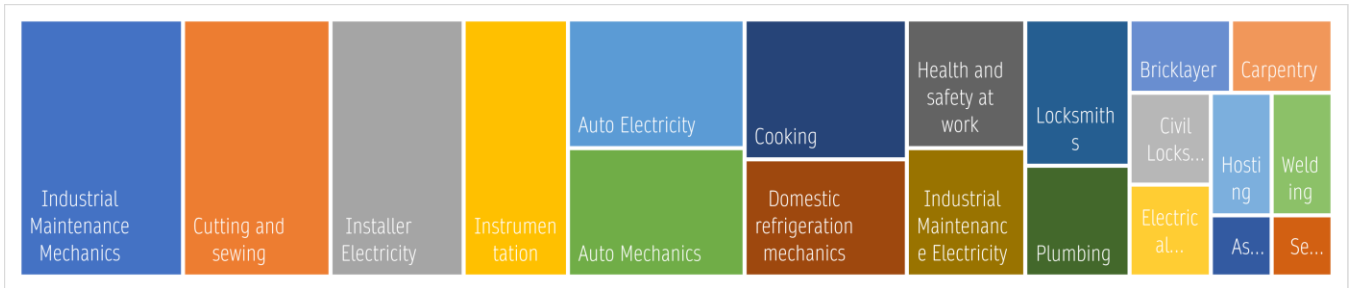
Courses distribution 25-29



Courses distribution 30-34



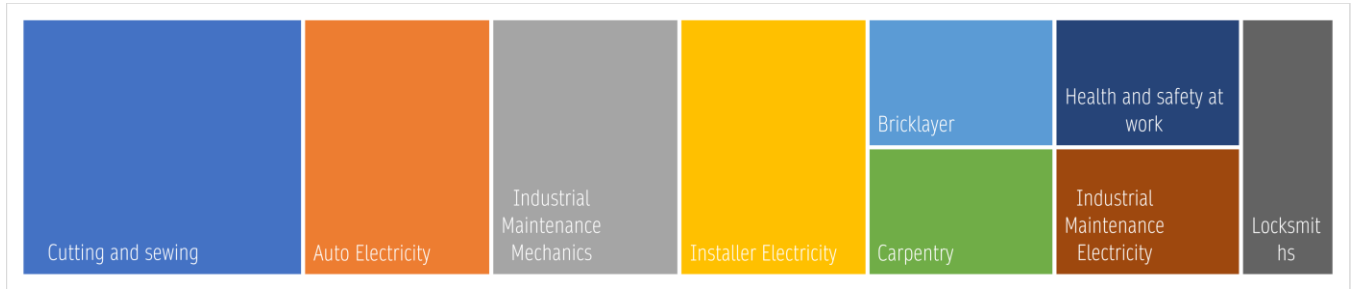
Courses distribution 35-39



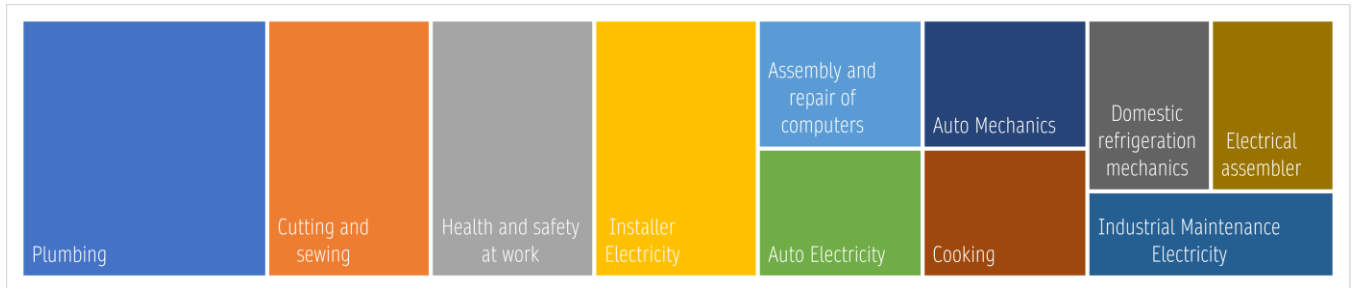
Courses distribution 40-44



Courses distribution 45-49



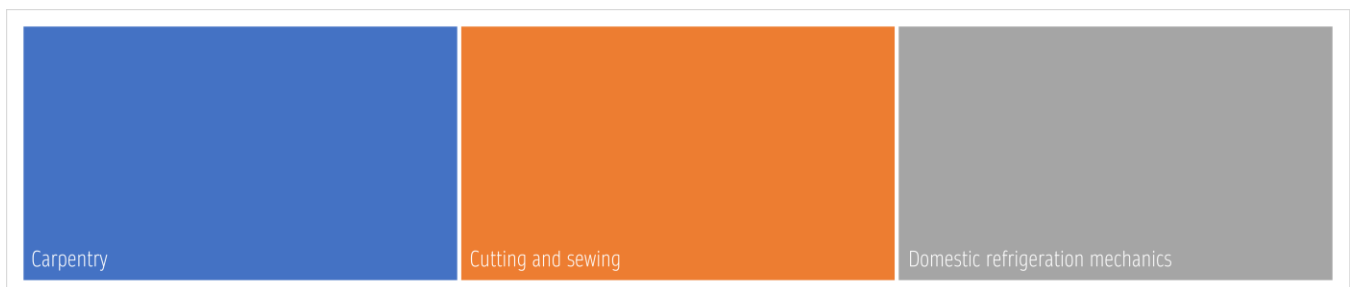
Courses distribution 50-54



Courses distribution 55-59



Courses distribution 60-65

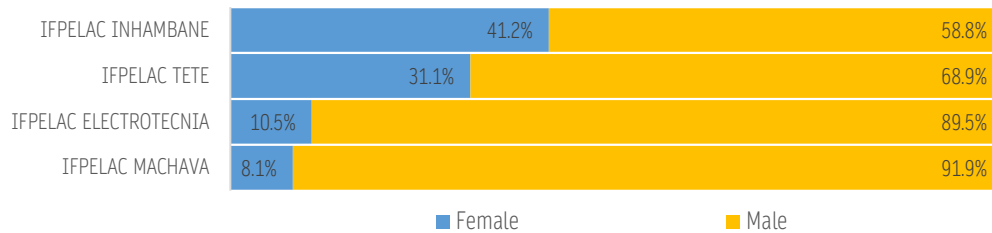




# WOMEN IN THE VOCATIONAL TRAINING CENTERS

Only 19.8% of students in vocational training centers are women. However, the distribution per center is not even. Machava center in Maputo province has the lowest number of women - only 8% of the students most of whom seem to be more attracted to electric installation. Inhambane center is the only one with a balanced percentage of women to men- 41.2%. In this center, women acquire technical knowledge in sewing, plumbing and electricity.

The reason for the low enrollment of women in Electrotecnia and Machava centers might be related to the type of courses offered in these institutions. In both centers the training offer is limited to "traditional male" courses - Machava offers construction and auto mechanics and Electrotecnia offers courses in construction, auto mechanics, information technologies and industrial field. Assumedly, more women would be enrolled at the additional center, Malhazine, which offers traditional "female courses" in administration, tailoring and design and other tertiary courses.



Even though the participation of women in the industrial field and construction sector courses is understandably low, the influence of gender-stereotypes is clearly creating a gender imbalance in many of the courses. The table below, shows the courses where women have more representation than men.

INHAMBANE	WOMEN		MEN
APPLIED ACCOUNTING	1.79%	▶	0.77%
CUTTING AND SEWING	25.16%	▶	1.53%
SECRETARIAT	1.66%	▶	0.13%
TETE			
COOKING	7.76%	▶	0.69%
CUTTING AND SEWING	2.20%	▶	0.21%
HOSTING	2.54%	▶	0.55%
RESTAURANT AND BAR	2.34%	▶	1.79%
RESTAURANT, BAR AND HOSTING	1.44%	▶	0.55%



## PARTICIPANTS PROFILE BY GENDER



### WOMEN

Average age: 25.3;  
 Most spend their time studying or looking for work;  
 Most women have completed secondary education – 47.5%;  
 Most women are single – 62%;  
 Their household size is 5.9 and 1.7 people work in their household with an average household monthly income of MZN 7,490;  
 9.7% are orphans;  
 Most women are unemployed and 50.8% report they did not engage in any time of work in the last month;  
 Out of those working, only 23.7% report having permanent work with a written or verbal contract, 9.3% are called to work occasionally (as needed) and 12.4% are engaged in temporary or seasonal work;  
 Women reported working 29.3 hours a week and earning an average of MZN 5331 per month;  
 For the majority of the female participants, these earnings are not sufficient;  
 91.4% of the women reported that they were looking for work at the time of enrollment in the Vocational Training Center. The average time they have been looking for work is 18.3 months.

### MEN

Average age: 23.9;  
 Most spend their time studying or looking for work;  
 Most men have completed secondary education– 37.9%;  
 Most men are single – 68.9%;  
 Their household size is 5.7 and 1.8 people work in their household with an average monthly household income of MZN 10,549;  
 6% are orphans;  
 Most men are unemployed and 47.9% report they did not engage in any time of work in the last month;  
 Out of those working, only 20.9% report having permanent work with a written or verbal contract, 16.3% are called to work occasionally (as needed) and 17.4% are engaged in temporary or seasonal work;  
 Men reported working 25.9 hours a week earning an average of MZN 6,420 per month. For the majority of the male participants these earnings were not sufficient;  
 89.8% of the men reported that they were looking for work at the time of enrollment in the Vocational Training Center. The average time they have been looking for work is 13.7 months.



As noticed, the profile of men and women does not differ in many of the variables analyzed. However, it should be noted that while more women are educated, they tend to seek work longer, face more challenges in getting permanent contracts and work more hours per week while getting lower pay compared to men. Understanding the reasons behind these challenges is essential for the design of actions that support women's employability and economic autonomy.

# PARTICIPANTS PROFILE BY PROVINCE

## TETE

Average age: 23.8;

Most participants have completed secondary – 51.7%;

Their household size is 5.7 and 1.8 work in their household with an average monthly income of MZN 7,261;

Most participants are unemployed and 62.7% report they did not engage in any time of work in the last month ;

Out of those working, only 29.4% report having permanent work with a written or verbal contract and 24.7% are engaged in temporary or seasonal work;

Participants reported working 23 hours a week earning an average of MZN6,923 per month;

93.7% of the participants reported that they are looking for work at the time of enrollment in the Vocational Training Center. The average time they have been looking for work is 14 months.



## INHAMBANE

Average age: 24.1;

Most participants have completed secondary education– 49.7%;

Their household size is 5.5 and 1.5 work in their household with an average monthly income of MZN 5,499;

Most participants are unemployed and 85.6% report they did not engage in any type of work in the last month;

Out of those working, only 23.7% report having permanent work with a written or verbal contract, 26.3% have permanent work but without contract and 21.1% are engaged in temporary or seasonal work;

Participants reported working 36 hours a week earning an average of MZN2,620 per month;;

91.5% of the participants reported that they are looking for work at the time of enrollment in the Vocational Training Center. The average time they have been looking for work is 18 months.



## MACHAVA

Average age: 24.7;

Most participants have some secondary education but have not completed 38.5% - correct this sentence. What percentage has completed? Or say what percentage hasn't completed

Most are single

Their household size is 5.7 and 1.8 people work in their household with an average monthly income of MZN 9,281;

Most participants are unemployed and 62.5% report they did not engage in any time of work in the last month;

Participants reported working 29 hours a week earning an average of MZN5,518.63 per month;

90.7% of the participants reported that they were looking for work at the time of enrollment in the Vocational Training Center. The average time they have been looking for work is 15 months.



## ELECTROTECNIA

Average age: 24.6;

Most participants have completed secondary education– 35.8%;

Their household size is 5.8 and 1.7 people work in their household with an average monthly income of MZN 12,596;

Most participants are unemployed and 59.6% report they did not engage in any time of work in the last month;

Out of those working, only 33.8% report having permanent work with a written or verbal contract and 26.3% are engaged in temporary or seasonal work;

Participants reported working 25 hours a week earning an average of MZN7,084.12 per month;

86.3% of the participants reported that they were looking for work at the time of enrollment in the Vocational Training Center. The average time they have been looking for work is 14 months.



## CONCLUSIONS

Three years have passed since the first PTS graduate was graduated under the Via initiative. The present analysis aims to promote a deeper reflection on the socio-economic characteristics of Via participants and enabling IYF's implementation partners and other stakeholders to understand the dynamics behind the technical training provided by the four IFPELAC vocational training centers where Via is being implemented.

The majority of Via participants are young people under 35 (94%); 80% are men, the low participation of women can be explained by the nature of technical trainings offered by the four IFPELAC centers and by the influence of cultural norms and beliefs around what jobs are suitable for women and men; the vast majority of participants have completed secondary school and come from low-income households (MZN10,182 month). About 65% were not working at the time of registration. Those who reported having worked in the last month (35%) earned an average monthly income of MZN6367.

The report also shows increased challenges for women, who tend to have more difficulties in finding jobs, work more hours and receive less pay than men. While the report shows where there is a commonality of the challenges, the numbers vary from province to province and this can be attributed to additional contexts such as socio-economic status of the cities, culture and norms.