



Australia Awards

50th ANNIVERSARY
AUSTRALIA VIETNAMBỘ LAO ĐỘNG - THƯƠNG BINH VÀ XÃ HỘI
TỔNG CỤC GIÁO DỤC NGHỀ NGHIỆP

Gender Equality, Disability, and Social Inclusion

An Overview for VET and Supply Chain and Logistics Industry

Lou De Castro Myles

JP (Q), M ACE, M IAF, IVETA, GRC, CILT-International

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About me



- social and policy entrepreneur (education and skills systems, industry engagement, leadership and gender development, and strategic inclusion strategies)
- social scientist, international educator and facilitator
 - UN - Institute of Training and Research
 - Australia Awards, Australia Awards Fellowships
 - Asian Development Bank Institute
 - (Asia and The Pacific, Latin America, and Africa)
 - Aus4Skills (Vietnam)
- Education consultant and visiting lecturer
 - Griffith University
 - Queensland University of Technology
 - The University of Queensland



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London 22hrs

Hong Kong 8hrs 45mins

Tokyo 9hrs 30mins

Perth 5hrs

Los Angeles

New York 22hrs

BRISBANE

LAND AREA
7.69 million km²

CURRENCY
Australian dollar (AUD)

LANGUAGE
English

POPULATION
25.8 million (June 2022)

GROSS DOMESTIC PRODUCT
AUD2,069 billion
(Financial Year 2022)
2.9% annual growth rate
(Long-run trend)

Australia is a stable, democratic society with a skilled workforce and a diversified, competitive economy

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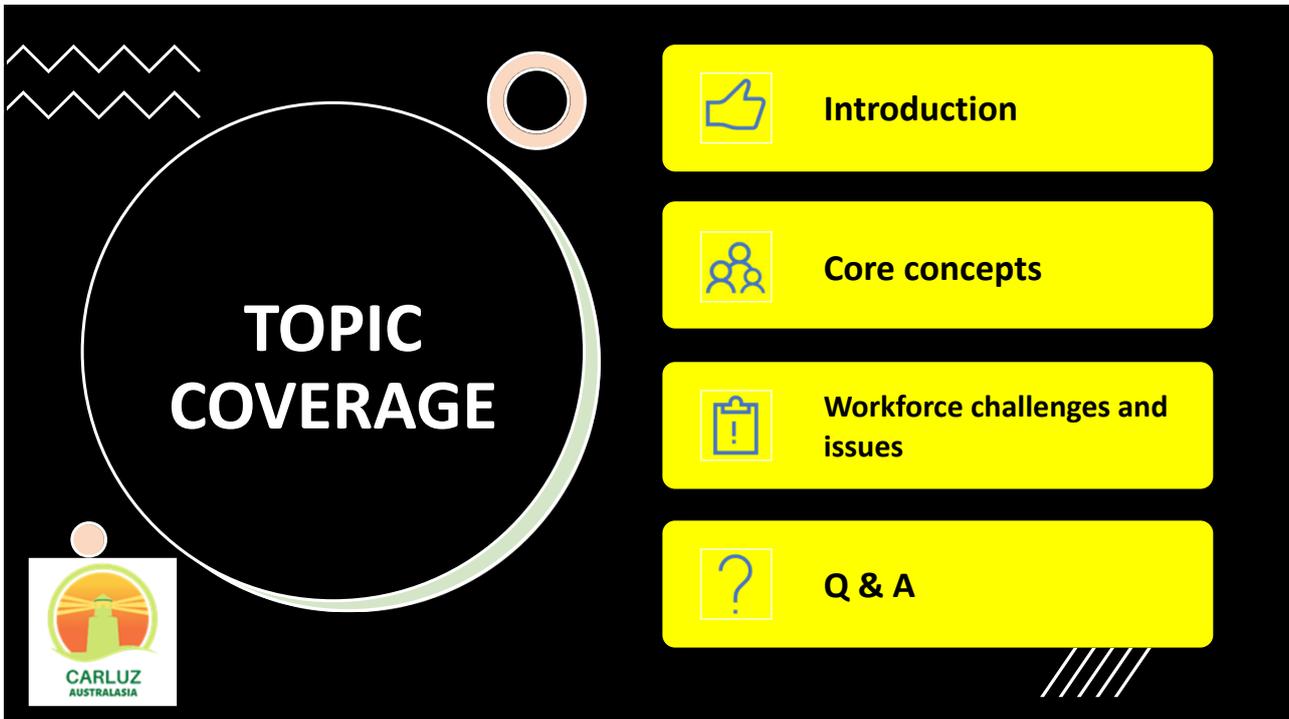
BRISBANE
HOST CITY OF 2032 OLYMPIC
& PARALYMPIC GAMES

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A slide titled "Key sources" featuring a central dark circle with the text "Key sources" in white. Surrounding this circle are various logos of international organizations and institutions. The logos include: International Labour Organization (ILO), UN Women, World Economic Forum, APEC (Asia-Pacific Economic Cooperation), Australian Human Rights Commission, United Nations, McKinsey & Company (McKinsey Global Institute), OECD (Better Policies for Better Lives), ndis (National Disability Insurance Scheme), addc (Australian Disability+Development Consortium), and unitar (United Nations Institute for Training and Research 1963-2023).

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A slide titled "TOPIC COVERAGE" with a large white circle containing the text "TOPIC COVERAGE" in black. To the right of the circle is a vertical list of four yellow buttons, each with an icon and text: a thumbs-up icon for "Introduction", a group of people icon for "Core concepts", a clipboard with an exclamation mark icon for "Workforce challenges and issues", and a question mark icon for "Q & A". The slide also features a logo for "CARLUZ AUSTRALASIA" in the bottom left corner and decorative white zig-zag and circle patterns in the top left.

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Gender Equality, Disability, and Social Inclusion (GEDSI) An Overview for VET and Supply Chain and Logistics Industry

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Vietnam is a
signatory to 7
core
international
human rights
treaties

International Covenant on Civil and Political Rights
(ICCPR)

**International Covenant on Economic, Social and
Cultural Rights- external site (ICESCR)**

International Convention on the Elimination of All
Forms of Racial Discrimination (CERD)

**Convention on the Elimination of All Forms of
Discrimination against Women (CEDAW)**

Convention against Torture and Other Cruel, Inhuman or
Degrading Treatment or Punishment- (CAT)

Convention on the Rights of the Child (CRC)

Convention on the Rights of Persons with Disabilities
(CRPD)

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Understanding and applying **equity, diversity and inclusion** is critical

Equitable, inclusive and quality services based on legislation, standards and funding (**Performance outcomes, indicators and ROI**)

Point of difference for **approved service providers** (industry and education standards)

Significant role of the skills and training system in workforce development (**people with the right skills and right attitude employed in the right conditions**)



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GEDSI

- **interconnected concepts**
- emphasize recognizing and respecting the diversity of individuals and groups in society
- **working to overcome barriers and prejudices**
- **creating more inclusive and equitable communities and institutions**
- central to sustainable development and building a more just and compassionate world



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The Global or UN Sustainability Development Goals (SDGs)

- **Agreed** in 2015 by 193 UN member countries (incl Vietnam)
- 17 interconnected **goals addressing global challenges like poverty, inequality, and climate change**
- **a universal call to action:** governments, businesses, and individuals :

create a more sustainable and equitable world by 2030



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Gender

- **social attributes and opportunities** associated with being male or female, **and**
- the **relationships** between women and men, and girls and boys, as well as the relations between women, men, and gender diverse people

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Gender equality

- **A principle:** all individuals, regardless of gender, should have equal opportunities, rights, and access to resources
- **a fundamental human right; critical for achieving sustainable development**
- essential for a just and equitable society
- **involves addressing and eliminating gender-based discrimination, stereotypes, and biases.**

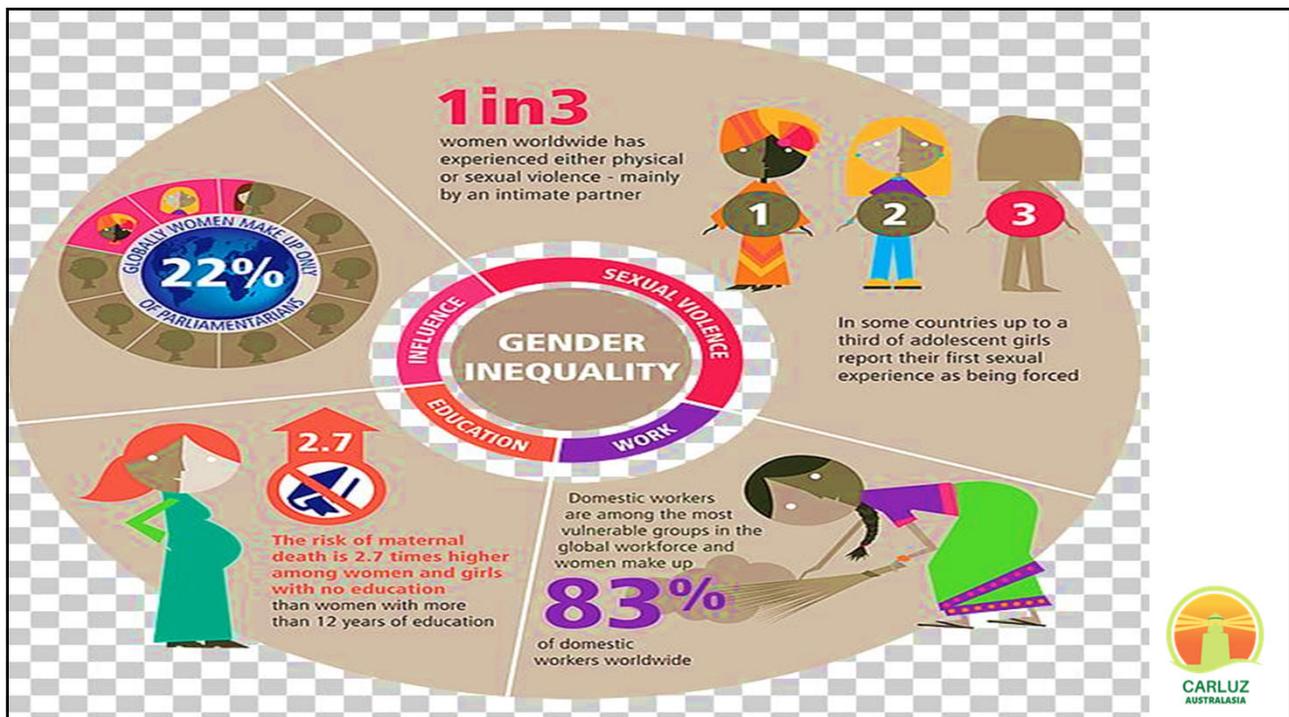
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• **Gender inequality** is a **global issue** relevant to economic, social, welfare and foreign policies of all countries.

• vấn đề toàn cầu liên quan đến chính sách kinh tế, xã hội, phúc lợi, và đối Ngoại của tất cả các quốc gia



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1 in 3 will experience violence in their lifetime⁷

740 million work in the informal economy globally⁷

Make up 70% of healthcare workers globally¹⁵

Earn 16% less on average (35% less in some countries)⁷

Perform **3 times as many** hours of unpaid care and domestic work⁷

1 in 3 lost work due to childcare needs¹⁴

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WHEN YOU GOOGLE MEN'S SAFETY ITEMS:

- VISIBILITY GEAR
- HARD HAT
- SAFETY GLOVES
- PROTECTIVE GLASSES
- STEEL TOE BOOTS

WHEN YOU GOOGLE WOMEN'S SAFETY ITEMS:

- PERSONAL ALARM
- PEPPER SPRAY
- DRINK PROTECTOR
- WINDOW BREAKER
- DOOR LOCK
- STUN GUN

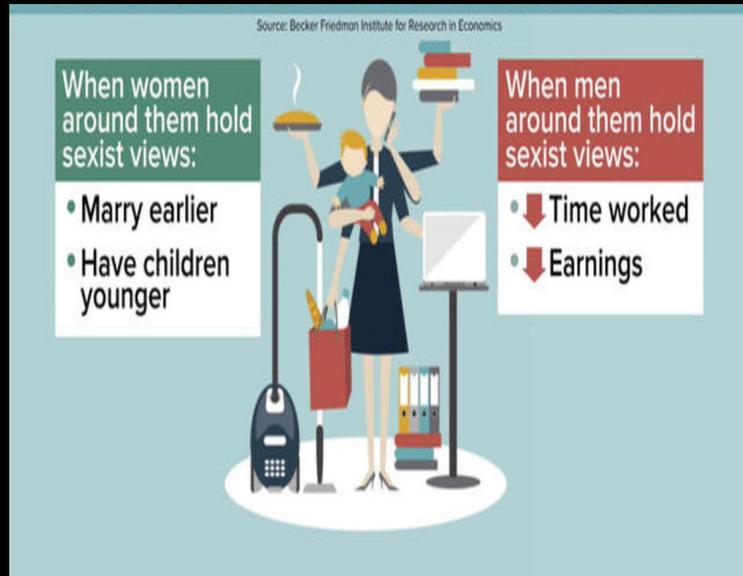
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Sexism

- prejudice or discrimination based on one's sex or gender
- sexism can affect anyone, **but it primarily affects women and girls**

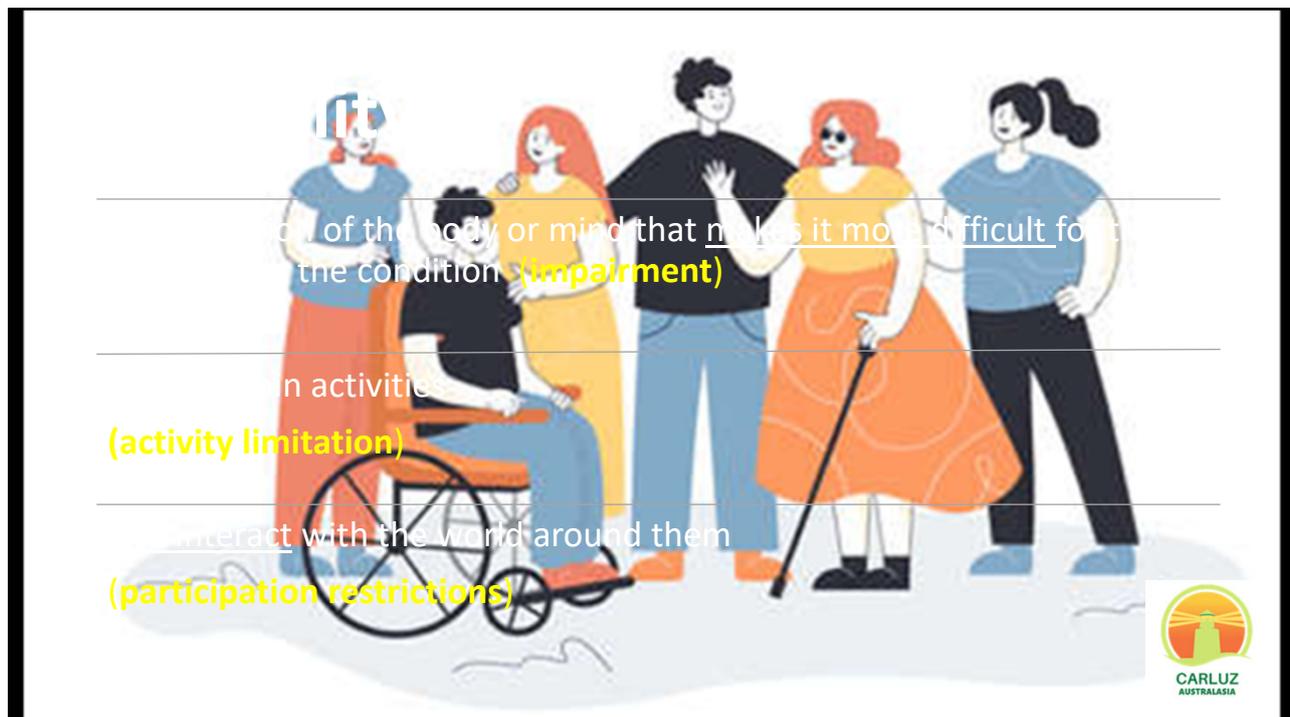
Sexism is the **root cause** of **gender inequity** worldwide

- In a patriarchal system, there is an enforced belief (or attitude) in male dominance and control (“women exist for men or not at all”)



IMPACT ON WOMEN AND GIRLS

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Ableism



- short dictionary definition: **“discrimination in favour of able-bodied people.”**
- **Ableism is heavily engrained in our society**
 - impacts everyone’s daily life.

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Ableist examples

- **Inaccessible buildings, events, or services**
- Discrimination against people with disabilities in workplaces and schools
- **Making a joke that looks down on people with disabilities**
- Downplaying someone’s disability just because it is not visible



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Disability inclusion

- people with disabilities: same rights, opportunities, and access to services
- making physical environments, information, and communication accessible
- promoting social inclusion, participation, and empowerment of individuals
- advocating for a society that values and respects the abilities and contributions of people with disabilities



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Diversity

đa dạng

any dimension

- differentiate groups & people from one another

respect for and appreciation of differences

- race, ethnicity, gender, age, nationality, disability, sexual orientation, education, religion, etc
- diverse perspectives, work experiences, lifestyles and cultures that people bring

mọi khía cạnh

- sự khác nhau giữa các nhóm và cá nhân với nhau

tôn trọng và ghi nhận sự khác biệt

- chủng tộc, sắc tộc, giới, tuổi, quốc tịch, tàn tật, định hướng giới, giáo dục, tôn giáo, v.v..)
- quan điểm khác nhau, kinh nghiệm làm việc, lối sống và văn hóa



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Intersectionality

- a way of seeing people's experiences as shaped by (but not limited to) their **race, socio-economic background, sex, gender, and sexuality** all at the same time.
- This overlap or combination of differences makes up a person's unique identity
- Một cách nhìn nhận trải nghiệm của mọi người được định hình bởi (nhưng không giới hạn) chủng tộc, nền tảng kinh tế xã hội, giới tính, giới tính và tình dục của họ cùng một lúc.
- Sự chồng chéo hoặc kết hợp của sự khác biệt này tạo nên bản sắc độc đáo của một người



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Examples of intersectionality attributes

- **Women from ethnic minorities:** gender and ethnicity
- **LGBTIQ+ individuals with disabilities:** sexual orientation or gender identity and physical or mental abilities
- **Mature-aged men from rural areas:** age, gender, and socioeconomic status
- **Young women with physical disability from low-income families:** age, gender, physical ability, and socioeconomic status
- **Male migrant workers:** ethnicity, socioeconomic status, and occupation



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- The point of understanding intersectionality:
 - understand the variety of privileges and/or forms of discrimination or exclusion that one may experience simultaneously at any given time
 - for example: gender and race together; or race, class and ability together, etc.)

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Exclusion



- a state in which individuals are unable to participate fully in economic, social, political and cultural life,
- as well as the process leading to and sustaining such a state
- một nhà nước trong đó các cá nhân không thể tham gia đầy đủ vào đời sống kinh tế, xã hội, chính trị và văn hóa,
- cũng như quá trình dẫn đến và duy trì trạng thái như vậy



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all involved a negative prejudgment whose purpose is to maintain control and power

each having the ability to control and destroy lives

all work to establish a "defined norm" or standard of rightness under which everyone is judged

backed up with "individual and institutional violence" - makes oppression possible



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AGEISM

refers to

HOW WE THINK
(STEREOTYPES),
FEEL
(PREJUDICE)
and ACT
(DISCRIMINATION)

towards others
or ourselves
based on age

#AWorld4AllAges

GLOBAL
CAMPAIGN
TO COMBAT
AGEISM

AGEISM IS EVERYWHERE



1 IN 2 PEOPLE
WORLDWIDE ARE
AGEIST AGAINST
OLDER PEOPLE

and, in Europe, there is
more ageism against
younger than older
people



Ageism affects us
THROUGHOUT LIFE
and exists in our
institutions, our
relationships
and ourselves



Ageism
**EXACERBATES
OTHER
DISADVANTAGE**

#AWorld4AllAges

GLOBAL
CAMPAIGN
TO COMBAT
AGEISM

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Heterosexism

(begets **homophobia, biphobia, transphobia, etc**)

- ▶ a system of attitudes, bias, and discrimination in favour of female–male sexuality and relationships
- ▶ can include the presumption that other people are heterosexual

or

- ▶ that female–male attractions and relationships are the only norm and therefore superior



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Heterosexist examples

- expectations that children will grow and marry someone from the opposite sex
- that relationship portrayed by the media are only positive if they are heterosexual, etc.
- Kỳ vọng rằng trẻ em sẽ lớn lên và kết hôn với người khác giới
- Mọi quan hệ đó được các phương tiện truyền thông miêu tả chỉ tích cực nếu họ là người dị tính, v.v.



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WHAT IS INCLUSION?




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Social inclusion

- process of improving the terms of participation in society (*particularly for people facing disadvantages and barriers*) through:
 - enhancing opportunities
 - access to resources, having a voice and respect for rights




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Presence of differences

Fair access, opportunity, and support

Genuine sense of belonging and value

DIVERSITY

EQUITY

INCLUSION

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Diversity is a fact.
Equity is a choice.
Inclusion is an action.
Belonging is an outcome.

- Arthur Chan

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GEDSI

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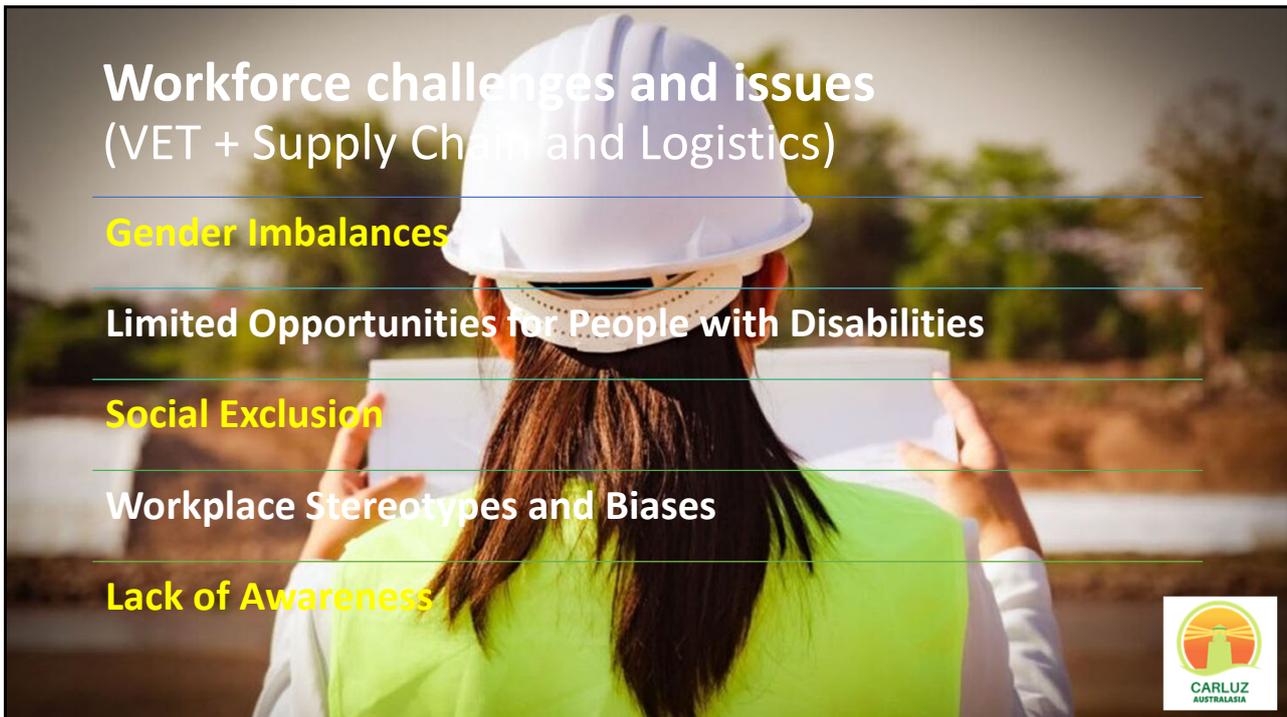
TOPIC COVERAGE

- Introduction**
- Core concepts**
- Workforce challenges and issues**
- Q & A**

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Workforce challenges and issues (VET + Supply Chain and Logistics)

- Gender Imbalances
- Limited Opportunities for People with Disabilities
- Social Exclusion
- Workplace Stereotypes and Biases
- Lack of Awareness




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Summary

- Addressing workforce challenges and imbalances is crucial
- Everyone needs to thrive and contribute to economic growth while promoting social equity and inclusivity
- As educators and industry agents, you all have a role in achieving this.




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