According to UNESCO’s *Gender Sensitivity: A Training Manual*, the concept of gender sensitivity has been developed as a way to **reduce barriers to personal and economic development** created by sexism (UNESCO, 2004).

Gender sensitivity is not about pitting one gender against the other.

Gender sensitive education **helps determine which assumptions about gender are valid and which are stereotypes.**
The UN 2030 Sustainable Development Agenda provides, among others, a roadmap for accelerating gender equality and empowering all women and girls (Goal 5: Gender Equality, n.d.).

Some relevant targets -

5.1 End all forms of discrimination against all women and girls everywhere

5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
Gender Sensitivity Framework

The five Gender Sensitivity (GS) levels have been suggested corresponding to the 10 NSQF levels. They are flexible and can be adapted as per job role and sector.

*The GS Framework is structured on 3 parameters* –

1. Knowledge
2. Behaviour & Practice
3. Policies, Incentives & Penalties

*There are 3 levels of Elements & PCs based on the GS & NSQF levels* –

- Individual/Behavioural
- Managerial/Supervisory
- Organizational/Strategic
<table>
<thead>
<tr>
<th>Suggested NSQF Level</th>
<th>Gender Sensitivity (GS) Level</th>
<th>Knowledge</th>
<th>Behaviour &amp; Practice</th>
<th>Policies, Incentives &amp; Penalties</th>
</tr>
</thead>
</table>
| 9 & 10               | 5                           | Strategic/Extended Knowledge  
Dynamic thinking to drive organizational outcomes  
Develop strategic vision & provide insights to guide the overall direction towards gender parity  
Understand levels of gender inequality within organizational culture | Take measures to ensure gender parity in leadership  
Articulate priority, mission, vision and allocate resources  
Design policies, lead evaluations, and drive impact on gender inclusive policies | Continuously innovating & improving on practices |
| 7 & 8               | 4                           | Structural/Procedural Knowledge  
Leverage knowledge to align processes & approaches  
Demonstrate advanced understanding of practices for gender mainstreaming  
Facilitating/coaching for gender sensitivity & parity | Develop, manage & execute plans for implementation of gender parity  
Acquire, allocate, and distribute resources equitably  
Identify potential issues & manage complexities  
Manage accountability systems  
Practice gender inclusive leadership  
Encourage gender diverse teams & create safe collaborative spaces  
Empower and promote respect and full equality on all levels  
Develops empathy across genders  
Ability to reflect on own gender identity and gender roles | Standardizing practices and optimizing outcomes |
| 5 & 6               | 3                           | Active Knowledge  
Deeper understanding of actions & consequences of gendered behaviour  
Facilitating/coaching for gender sensitivity & parity | Practice gender inclusive leadership  
Facilitate capacity building to enable effective participation of all genders  
Encourage gender diverse teams & create safe collaborative spaces  
Empower and promote respect and full equality on all levels  
Communicate in gender inclusive terms  
Develops empathy across genders  
Ability to reflect on own gender identity and gender roles | Align processes & approaches |
| 3 & 4               | 2                           | Causal Knowledge  
Deeper understanding of actions & consequences of gendered behaviour  
Knowledge of gender concepts, issues & legislation. | Practice, acceptance and internalization of gender and its concepts  
Communicate in gender inclusive terms  
Develops empathy across genders  
Ability to reflect on own gender identity and gender roles  
Engages and participates to end gender discrimination | Developed awareness & growing involvement |
| 1 & 2               | 1                           | Foundational Knowledge  
Basic knowledge of gender and its concepts | Practice, acceptance and internalization of gender and its concepts  
Communicate in gender inclusive terms | Growing awareness of laws and penalties |
Sample KUs

- Identify and respect **gender differences** and **gender diversity**.
- Engage with the **gender spectrum**: biological, sociological, psychological conditioning.
- Demonstrate an understanding of **basic gender concepts**: gender power relations, gender roles, access and control, gender sensitivity, manifestations of gender bias, gender equity and equality.
- Types of **unacceptable behaviour**.
- National and international **legal frameworks** for gender equality.
- Identify **barriers to participation** in groups for all genders with a focus on women.
Resources *(reference only)*

- http://www.icimod.org/resource/1289
- https://unesdoc.unesco.org/ark:/48223/pf0000227222
- https://www.youtube.com/watch?v=hLtMtgszgxg&feature=youtu.be
References


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About National Skill Development Corporation (NSDC): National Skill Development Corporation, working under the aegis of Ministry of Skill Development & Entrepreneurship, is a unique public-private-partnership which aims to catalyze creation of quality vocational training ecosystem in India. The organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information systems and train-the-trainer academies either directly or through partnerships. Since establishment in 2009, NSDC has trained more than 2 crore people through its partnership with 600+ training partners, wide a robust network of 11,000+ training centers spread over 600 districts across the country. NSDC has institutionalized 37 Sector Skill Councils and is also implementing Government’s flagship skill development schemes such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Pradhan Mantri Kaushal Kendra (PMKK), National Apprenticeship Promotion Scheme (NAPS), among others.

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