

GENDER SENSITIVITY FRAMEWORK



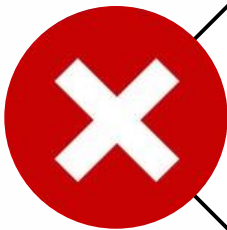
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(For Reference Only)



Gender Sensitivity

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.**

UN SDG 5 – Gender Equality



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

Suggested NSQF Level	Gender Sensitivity (GS) Level	Knowledge	Behaviour & Practice	Policies, Incentives & Penalties	
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	Organizational/Strategic
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	Managerial/Supervisory
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	Managerial/Supervisory
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	Individual/Behavioural
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	Individual/Behavioural

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>
- http://www.ekvilib.org/wp-content/uploads/2017/06/00_Introduction_to_the_Manual.pdf
- http://tfig.unece.org/pdf_files/curriculumforthetrainingoftrainersingendermainstreaming.pdf
- http://garciaproject.eu/wp-content/uploads/2015/12/GARCIA_working_paper_6.pdf
- <http://www.himpub.com/documents/Chapter1951.pdf>
- <https://www.mtu.edu/policy/development/how-to/19-gender-sensitive-language.pdf>
- http://www.ncert.nic.in/departments/nie/dws/modules/RMSA_Module.pdf
- http://www.umb.no/statisk/akrsp/06_publications_and_presentations/08_training_materials/2_gender_awareness.pdf
- <https://unesdoc.unesco.org/ark:/48223/pf0000227222>
- https://www.undp.org/content/dam/undp/library/Environment%20and%20Energy/Sustainable%20Energy/Gender_Mainstreaming_Training_Manual_2007.pdf
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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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