GENDER SENSITIVITY FRAMEWORK

Prepared by:
Standards Team, NSDC
November, 2019

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


