

GENDER MAINSTREAMING FRAMEWORK v1

Suggested NSQF Level	Gender Sensitivity (GS) Level	Knowledge	Behaviour & Practice	Policies, Incentives & Penalties		SAMPLE: Corresponding Elements & PCs (For Reference)	
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	Element 2 - Adopt and implement gender inclusive practices/policies <ul style="list-style-type: none"> Promote gender inclusive policies. Actively engage all genders in group processes e.g. decision making. Frame and promote inclusive policies (such as: flexible working hours, creche facility, transportation facilities, night shift concessions etc.) Ensure safety and security of all genders at all levels. 	Element 1 - Develop, implement and review gender inclusive strategies (for both GS 4&5) <ul style="list-style-type: none"> Define organizational gender inclusive priorities. Develop gender inclusive strategy in consultation with stakeholders. Incorporate achievable reporting and feedback processes into strategies. Monitor and review effectiveness and efficiency of strategies. Successfully act upon recommendations for enhancements.
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 (eg. possible negative effects) 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	Element 1 - Set gender sensitive precedents <ul style="list-style-type: none"> Manage discussions to keep group processes relevant to the issues faced by <i>all</i> genders. Take prompt action to correct inappropriate behaviour in the workplace. Model and encourage positive, effective communication and listening skills. Promote a safe, interactive, and supportive work climate
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	Element 1 - Respect Gender Differences <ul style="list-style-type: none"> Ensure personal behavior and conduct takes gender into consideration. Adjust communication styles to reflect gender sensitivity. 		Element 2 - Non discriminatory etiquette <ul style="list-style-type: none"> Use inclusive, gender sensitive language. Equal treatment for male and female clients. Equitable treatment for male and female colleagues and co-workers. Respect personal space.
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	Element 1 - Respect Gender Differences <ul style="list-style-type: none"> Ensure personal behavior and conduct takes gender into consideration. Adjust communication styles to reflect gender sensitivity. 		Element 2 - Non discriminatory etiquette <ul style="list-style-type: none"> Use inclusive, gender sensitive language. Equal treatment for male and female clients. Equitable treatment for male and female colleagues and co-workers. Respect personal space.
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		