

AUGUST 2022



**GENDER**

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**TOWARDS CREATING AN INCLUSIVE, HEALTHY  
AND GENDER SENSITIVE GENERATION**

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**Approach  
Note**

**Submitted By**

United Way  
Bengaluru



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# EXECUTIVE SUMMARY

India is home to 243 million adolescents accounting for 1/4th of the total population. It is extremely important to make the next generation sensitive to everything around them. Complete understanding of reproductive health and gender sensitivity is extremely important for shaping the future of our next generation. With the internet world, there are lot of possibilities that the students are exposed to misinformation about sexual and reproductive health and gender related notions. Hence, to ensure that every student have access to proper knowledge, improve their attitude and practice their acquired knowledge a campaign called **GENDHER** was launched. In this initiative the teachers and the students undergo training on menstrual hygiene management and short gender sensitivity trainings with particular focus on the missing link which is working consistently on the attitude and behaviour aspect. The knowledge can be manifested into practice only when opportunities are created for the teachers and students to continuously engage in dialogue and practice the concepts consistently. Adding to the complication is the taboo around speaking about menstruation, reproductive health and gender roles in public especially with the boys. Hence, an approach which gives equal importance to content, creation of resources to consistently use and providing a support system on which the students can privately confide for their concerns and issues is the need of the hour.

- 23 Million girls drop out of school in India when they start menstruating for fear of not being safe at school.
- 70% of the schools do not have proper water and sanitation facility which is extremely critical for the students especially girls
- Only 63% of the schools in Karnataka had separate toilet for girls out of which 18% were defunct

**GENDHER** Initiative is an amalgamation of imparting **ACCURATE KNOWLEDGE, REITERATE APPROPRIATE ATTITUDE, IMPROVE CONSISTENCY IN PRACTICE** both for the teachers and the students in Government run education institutions across the country.

## MISSION

Empower teachers and students with knowledge on sexual and reproductive health, Gender sensitivity and inclusion by converting all the schools into safe spaces with support systems to consistently practice the acquired knowledge.

## 1. About United Way Bengaluru (UWBe)

**UWBe**, part of United Way Worldwide, is a non-governmental organization (NGO) that focuses on social issues that seek immediate attention. United Way's Bengaluru chapter catalyses unified efforts from corporates, civic bodies and citizen associations to bring about visible change. UWBe works in four key areas – **Environment, Education, Healthcare and Livelihood**. UWBe's three flagship campaigns serve important purposes: 'Wake the Lake' works to protect Bengaluru's lakes, 'Born Learning' helps provide nutrition and education to very young children and 'Rural Rising' aims to develop and empower the rural communities. Besides, volunteering is yet another key area that inculcates a sense of social responsibility amongst the citizens. The organization is governed by a voluntary Board of Trustees to ensure effective governance over the policies and financial resources.

## 2. GENDHER – Creating an inclusive, healthy and gender sensitive generation

**GOAL:** To create a cadre of 10000 teachers as **GENDHER** champions in Government and Government aided schools delivering key messages on reproductive health and Gender sensitivity to 4 lakh students in Karnataka by 2024

### THE PILLARS OF THE CAMPAIGN



Behaviour Change  
Communication on  
sexual and  
reproductive  
health, Gender  
sensitivity for  
teachers and  
students



Capacity Building of  
Teachers on  
delivering messages  
on Sexual and  
reproductive health  
and gender  
sensitivity for the  
students

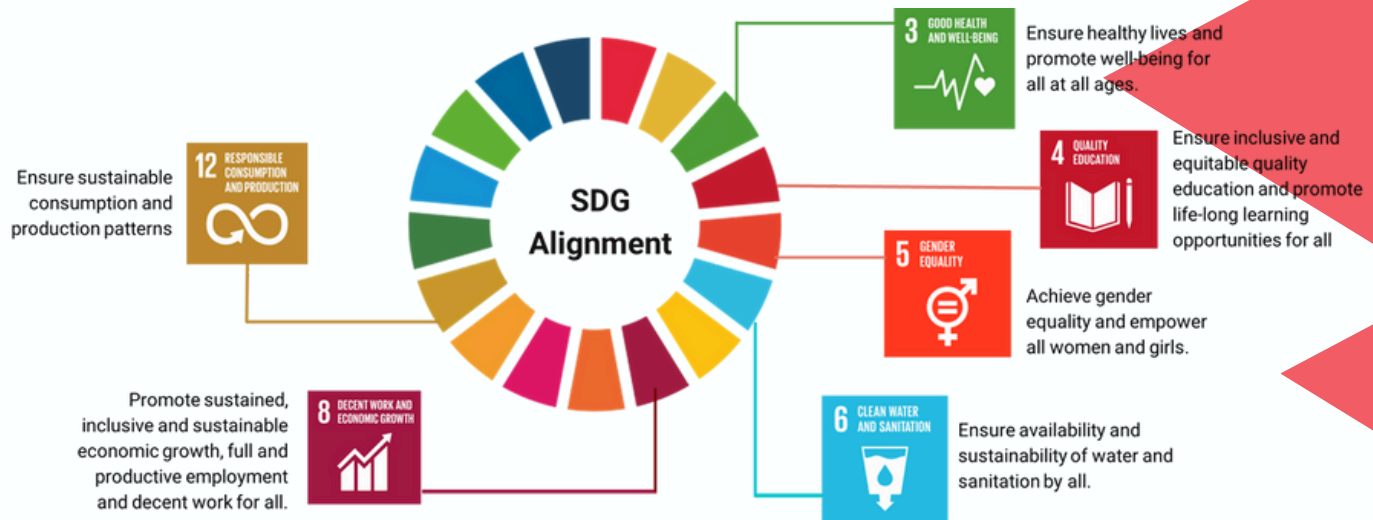


Building resource-  
infrastructure, WASH  
facility, collaterals &  
IEC



Advocacy &  
Strategy alignment  
with relevant  
stakeholders at all  
levels

### 3. GENDHER – Alignment with SDG indicators

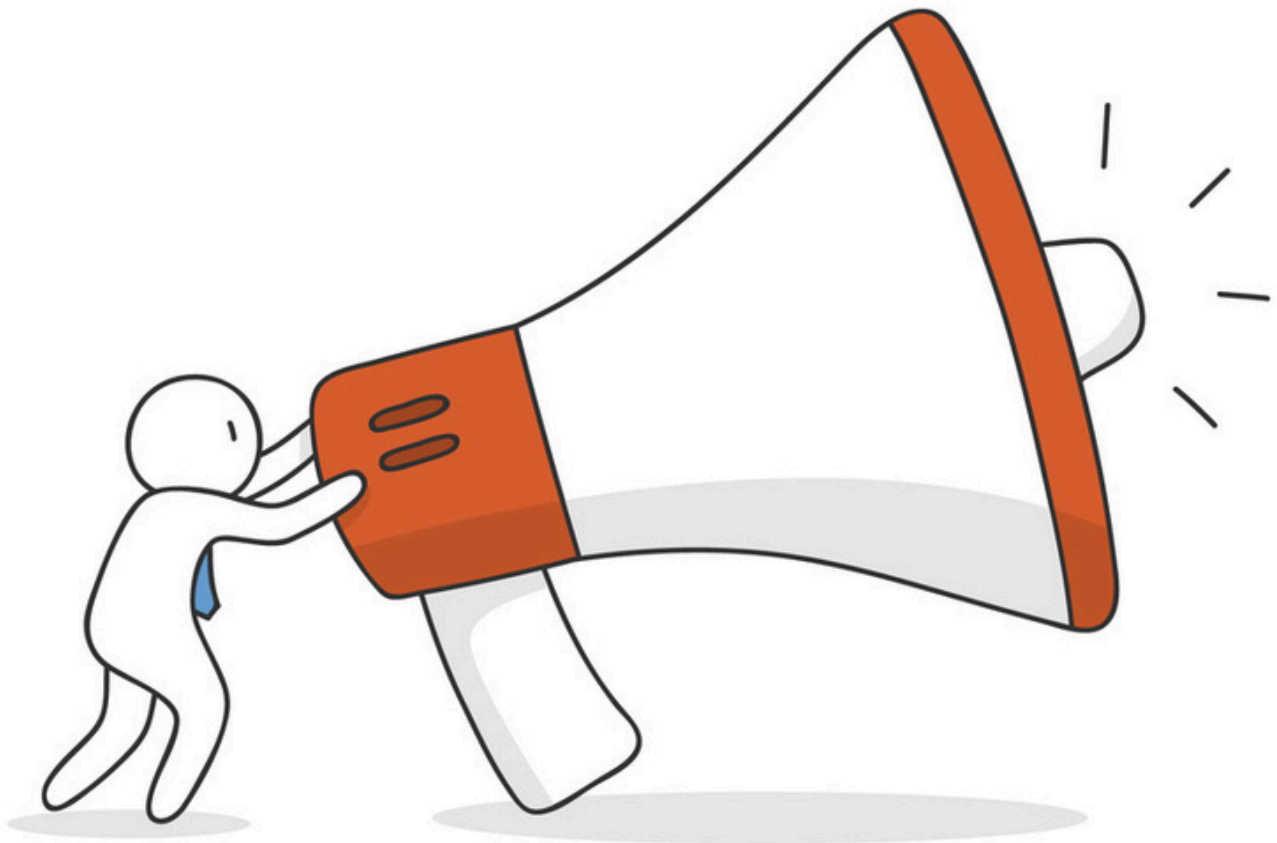


### 4. A brief note on alignment with the National Education policy and other Schemes of Government of India

- **The National Education Policy 2020 envisages an inclusive and structural change in the educational system. It focuses on 'Equitable and Inclusive Education'.** It has taken into account the concerns of the Socio-Economically Disadvantaged Groups (SEDGs) which includes female and transgender individuals, Scheduled Castes, Scheduled Tribes, OBCs, minorities and other categories. In order for this to successfully implemented topics like gender sensitivity should be taught in the schools. **National Council of Educational Research and Training (NCERT) is implementing the Adolescence Education Programme (AEP)** as part of the National Population Education Project (NPEP). One of the learning outcomes of AEP is to make the learners aware of the concerns of adolescence, i.e. process of growing up during adolescence & HIV/AIDS and to inculcate in them positive attitude regarding these concerns. The aspects related to gender-inclusive holistic education are covered through age appropriate integration in different textual materials in school curriculum, as well as in training and resource materials on Health and Wellness of School Going Children, especially **under the aegis of School Health Programme under Ayushman Bharat.**

- **NISHTHA (National Initiative for School Heads' and Teachers' Holistic Advancement)**, a **nation-wide integrated teacher training program** for teachers under Samagra Shiksha, teachers are trained for relevance of Gender Dimensions in Teaching and Learning Process which helps teachers to use and adopt learning activities that foster gender sensitive classroom environment.

## **GENDHER** campaign



**GENDHER** campaign of **UWBe** is designed with an objective to complement the thought process of all these schemes and support in the implementation of the ideas on ground using an effective public-private-partnership model. The overall impact envisaged from the campaign is in perfect sync with all the schemes and ideas related to **INCLUSIVE AND EQUITABLE** atmosphere in all schools.

## 5. Implementation Approach

 **10,000**  
**GENDHER** CHAMPIONS BY 2026

- Consistent monitoring with clear kap based data collection
- Structured year long age appropriate sessions by teachers for students
- Roll out of training of teachers - saturation approach
- Selection of schools for wash upgradation
- Age appropriate structured content creation
- MOU with department of education



## 6. Saturation approach to implementation



### SATURATION

Structured data back up with standardised kap based tools

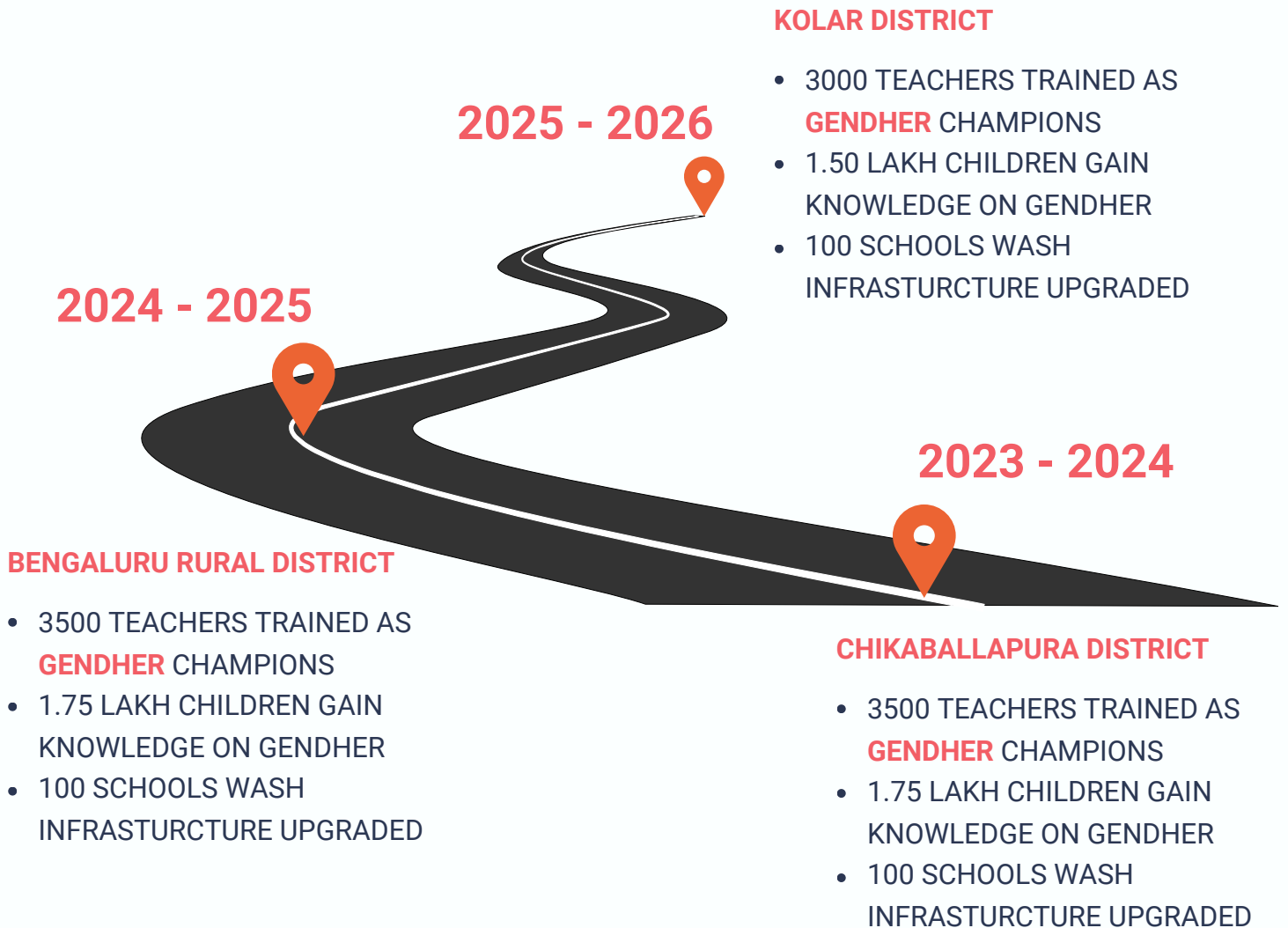
Systematic monitoring and handholding of the teachers throughout the year with dedicated team

LOA with the local government / head masters with clear defined roles for the stakeholders

District taken as the universe of implementation - systematic taluk wise reach

Focus on district level outcomes/impacts on children reported with data

## 7. Road map - 2026



**GENDHER**