



## Concept Note

### **ENGENDERING THE SKILL ECOSYSTEM IN INDIA** **Technical Panel by Non Traditional Livelihood Network, India** **12<sup>th</sup> Dec 2019**

The vision of a gender-equitable and sustainable world is the cornerstone of crucial global treaties like the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995) (which marks its twenty-fifth anniversary in 2020) and the 2030 Agenda for Sustainable Development. However, we still inhabit a deeply unequal world.

In the Indian context, the unemployment rates are high and women's participation in the workforce is declining. Those women who are participating are in low skilled, low paid jobs. Women occupy only 16% of all service sectors and account for 60% of domestic workers who work at low wages without any form of social security provident funds, pension or maternity benefits (State of Working in India, 2018). The gender wage gap in India is 35%, highest among the South Asian countries (Oxfam, 2018). Access to education, skill and remunerative livelihoods has been seen as an empowering tool and enabler for transformative change in gender roles. However, skill building requires an engendered approach, a rights based, transformative training beyond just some technical skills. It also requires an adaptive market and an ecosystem that supports women's workforce participation by addressing issues like unpaid care and domestic work.

This panel from the Non-Traditional Livelihoods network will share drawing from ground level experiences how Non-Traditional Livelihoods and an approach towards transformative 21<sup>st</sup> century skills can be an enabler for women's access to 'decent' livelihoods with dignity. They will also discuss key building blocks for building a supportive ecosystem that enables engendered growth.



## Broad Panel Structure

Discussion focus	Addressed by	Broad Timeline
<b>Introduction to the Panelists</b> <ul style="list-style-type: none"> <li>Why the need to ‘Engender the skill ecosystem in India’?</li> </ul>	Moderator Vasundhara Dash (UNDP)	
<b>Introduction to the NTL Network</b>	Meenu Vadera (Azad Foundation)	5 min
<b>Stories of change</b> - focus on struggles faced by women entering NTL and how each of them have been enabled to enter the market. The challenges that still prevail need to be highlighted as well		15 min
<ul style="list-style-type: none"> <li>What is the contribution of NTL network?</li> <li>Explaining about Gender Just Skill Education Framework and why this framework is important to enable women to enter the market in NTL- Model of Women with Wheels- Women’s journey from Community- Market</li> </ul>	Meenu Vadera (Azad Foundation)	10 min
<b>Quest’s approach</b> <ul style="list-style-type: none"> <li>Work with Government ITI’s to bring in a focus on transformative skills.</li> <li>Its impact and challenges-Digital Curriculum in ITI’s</li> </ul>	Ashutosh Tosaria Quest Alliance	10 min
<b>Perspective from Magic Bus Foundation</b> <ul style="list-style-type: none"> <li>Why NTL and women?</li> <li>The connection of NTL with empowerment of women</li> <li>How Magic Bus is working in communities to bring forth the idea of NTL for women- eg Women Painters</li> </ul>	AnujAlphonson Magic Bus Foundation	10 min
Overall sum up followed by Q&A	Moderator and Speakers	20 min
Overall sum up followed by Q&A basis time permits		20 min



### **Non Traditional Livelihoods Network-**

The Non-Traditional Livelihoods Network (NTLN) is a collaboration of 35 organisations and individuals who believe in the need to promote more women to come into the workforce, especially in occupations/ trades which have been traditionally closed to them. The Network was set up in 2016, to provide a platform for organisations working on livelihoods in general and Non-Traditional Livelihoods (NTL) in particular, along with related areas like adult education, to come together, share experiences, and harvest learning's that have a strong relevance to the challenges of gender-skill and livelihoods being faced nationally. The NTLN envisions as its cornerstone the disruption of the gendered division of labour. It believes that one of the ways to break the vicious cycle of denial of women's rights is creating training and development opportunities for resource poor and marginalised women in Non-Traditional skills that are remunerative like driving, carpentry, plumbing etc, increasing their access to decent jobs and advocating for creation of ecosystems of change at home, in workspaces and the market.

**Our Definition of NTL - Definition-** *Non-Traditional Livelihoods refer to livelihood practices that help women break stereotypes and challenge the gender division of labour emerging from the intersections of gender, caste, class, religion, sexual orientation, disability and other marginalities and oppressive structures, within a dynamic context of space and time. NTL increases the set of viable livelihood choices available to women and give them access and control over skills, technology, market, mobility and resources. It creates economic stability along with psychological, social and political empowerment.*  
(Source- Charter of the Non Traditional Livelihoods Network, 2017)