

Janata Shikshan Mandal's

Smt. Indirabai G. Kulkarni Arts College, J. B. Sawant Science College and
Sau. Janakibai D. Kunte Commerce College, Alibag – Raigad

Internal Committee and Women Development Cell

Gender sensitization is a basic requirement to understand the sensitive needs of a particular gender. It refers to the raising sensitization of gender equality concerns. It helps the people in examining their personal attitudes and beliefs and questioning the realities of both sexes.

Aim: The aim of gender sensitization is to make people aware of the power relations between men and women in society and to understand the importance of affording women and men equal opportunities and treatment.

What are the main issues of gender sensitization?

Issues such as problems of Sexual Harassment, Sexual stereotyping, Lack of special emotional and academic support of both at the personal and institutional level for girl students.

Gender sensitivity: It is a process by which people are made aware of how gender plays a role in life through their treatment of others. It especially manifests in recognizing privilege and discrimination around gender. Women are generally seen as disadvantaged in society. Gender sensitivity trainings are used to educate people, usually employees, to become more aware of and sensitive to gender in their lives or workplaces.

The concept of gender sensitivity is **a way to reduce the barrier caused due to discrimination and gender bias.**

Causes of Gender Inequality:

1. Lack of access to education
2. Lack of employment equality
3. Job segregation
4. Lack of legal protections
5. Poor medical care
6. Lack of religious freedom
7. Lack of political representation

Essential Features to make an Organization Gender Sensitive:

- Gender equality should be a priority not only in the organization's mission statement, general objectives, and policies, but also in its internal regulations (recruitment procedures, terms and conditions for workers etc.)
- Adequate resources should be devoted to putting such policies into practice.
- Management-staff relations should be as non-vertical as possible: open, consultative, listening.
- The organization should offer non-gender stereotype roles and choices for both men and women.

Programs to be conducted by WDC and ICC in year 2022-2023

1. Workshop on Gender Sensitization- July 2022
2. Seminar on Sexual Harassment at workplace- August 22
3. Poster making on any women related issues- Sept. 2022
4. Awareness program on Women's Health and Hygiene- October 2022
5. Awareness program on Beti Bachao Beti Padhao- Dec.22
6. The importance of Girls child education and its impact on society- January 2023
7. Women's empowerment and Gender equality on Women Day celebration- 8th March 2023



Chairman (ICC & WDC)



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