

**Janata Shikshan Mandal's  
Smt. Indirabai G. Kulkarni Arts College, J. B. Sawant Science College and  
Sau. Janakibai D. Kunte Commerce College, Alibag - Raigad**

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**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 2023-2024

Sr.No	Name of the Program	Date	No of Beneficiaries
1.	Rajmata Jijau Yuvati Swasaurakshan Prashikshan	17th July 2023	150
2.	Swastha Man Swastha Tan	22nd August 2023	122
3.	Health Check-up Camp for girls	3rd October 2023	100
4.	Savitribai Phule Birth anniversary	3rd January 2024	50
5.	Awareness about use sanitary Napkins	4th January 2024	50
6.	Public Awareness about Cyber crime	16 th January 2024	134
6.	Awareness about Laws regarding Women (NIRBHAYA ACT 2013)	15th February 2024	80
7.	Essay and Poster Competition on International Women's' Day	9th March 2024	06



Chairman (ICC & WDC)



  
Principal  
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