

## **Gender sensitization Workshop**

Gender sensitization refers to the raising sensitization of gender equality concerns. It helps people in examining their personal attitudes and beliefs and questioning the realities of both sexes. Gender sensitization make people understand the difference between sex and gender, how gender is socially constructed and the stereotypes around gender roles It helps them determine which assumptions in matters of gender are valid and which are stereotyped. Need of gender sensitization is to create awareness among the working professionals about the importance of gender sensitivity in organization. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender. Gender is Socially Learned behavior, based on social expectation from Men & Women. The women and children are most vulnerable group of this situation. And it's the undue pressure on Boys & Girls to live up to the established norms of Masculinity & femininity. Girls endure unwarranted social control, discrimination & domination. Boys discouraged from being emotional, gentle or fearful. Gender Sensitization gives a clear and precise view about Gender and help to understand that GENDER is not about "Women" it's about "People".

Kudumbashree is a community based organization and the largest Women network in Asia. Employees who work for Kudumbashree deal with the community women and their issues across state. Kudumbashree focus on women empowerment along with social and economic empowerment. Therefore employees must be sensitized towards gender equality. Gender sensitivity helps to generate respect for individual irrespective of sex at work place and in society. The need for Gender sensitization has been felt and realized by mission and two days training work shop was conducted for 11 batches. This Gender sensitization training has been given to more than 500 Kudumbashree staff, including DPM, Block coordinators, Snehitha and state mission staff. For the grass root level gender intervention gender sensitization will be given to the community leaders as well.

