

**MAR THOMA COLLGE, TIRUVALLA**  
**ANNUAL GENDER SENSITIZATION PLAN**  
**2020-'21**

Mar Thoma College is fully aware of its responsibility as an educational institution to ensure a space for gender equality among the students and staff. The awareness of the marginalization of women in the socioeconomic and political spheres need to be spread among the students. The need to facilitate discussions on gender issues and focus on the holistic development of the students is imperative to transforming them into effective bringers of progressive social change in the society. For us, therefore, one of our most significant aims is to promote gender equity and to create an environment where everyone can work/study in a liberal atmosphere and achieve their goals and dreams. The college formulated its 'Annual Gender Sensitisation Plan' for the year 2020-'21 in consultation with the Women's Cell, the Women's Empowerment Cell, IQAC Coordinator, The Principal and the College Council.

Sl No	Plan	Action to be initiated by	Action taken	Timeline
1	Appoint a Students Counsellor to facilitate the discourse on gender	Principal	Rev Joe Joseph had been serving as the Counsellor for some years. A new counsellor could not be appointed this year owing to the pandemic and online classes. Professionally qualified Students Counsellors were invited periodically to address students' issues.	Annually
2	Strengthen the representation of women in Science by creating an awareness about Exceptional Women scientists	Departments of Sciences	International Day of Women and Girls in Science was observed on 11 February, 2021. Dr Josmin P Jose delivered a talk.	Annually
3	Celebrating International Women's Day	Women's Cell/ Women's Empowerment Cell	Dr Rosamma Philip delivered a talk on International Women's Day highlighting the importance of women achieving success in their chosen areas.	On 8 <sup>th</sup> March, 2021
4	Give awareness on existing State and	IQAC/Service Cell	IQAC and Service Cell arranged a Capacity	Annually

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	Central Govt rules for staff.		Enhancement Programme on Kerala Service Rules	
5	Organise programmes to increase awareness of Equality of all genders.	Any clubs/Associations	IQAC arranged a Programme on International Human Rights Day on 10 <sup>th</sup> Dec 2020. Dr Ferosh M Basheer delivered a talk on Equal Rights for all.	
6	To organize programmes related to Mental and Physical Health for Men and Women.	Any club/Association	Dept of Physical Education convened a webinar on Fit India – Adherence to Physical activity on 1 <sup>st</sup> Oct 2020. Padmasri Anju Bobby George inaugurated the webinar and Dr Augustine Joseph led the sessions.	Annually
7	To spread awareness about the marginalisation of women and organise programmes to empower them.	Women's Cell/Women Empowerment Cell	Women Empowerment Cell organized a programme on 9 August, 2020. Dr Annie Susan Mathew delivered a talk on Gender Equality and Women's Rights.	Annually
8	To organize programmes related to Mental and Physical Health for Men and Women.	Any club/Association	The Counselling Centre organized webinar on 25 Sept 2020, on Mental Health amidst the Pandemic. Rev. Sajeesh Mathews delivered a talk.	Annually
9	Regular meetings of anti-ragging/ women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution.	Principal/ College Council	Women Cell and Women Empowerment Cell convened meetings and organised talks on Gender equality. No Complaints were received.	Annually
10	Washrooms/rest room facilities for all genders	Management	Repair and maintenance work undertaken in the ladies washrooms.	As and when necessary
11	Organize seminars	Subject	Two webinars were	

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	and workshops for students on gender equality	Associations/ NSS/ NCC	organised. Physical sessions were not possible due to pandemic.	
12	Provide cultural/sports competitions on gender basis during annual sports meet/Arts fest	Department of Physical Education/ Best Arts/ College Union	Arts and Sports fest could not be conducted due to the pandemic.	
13	Provide maternity and paternity leave for staff members as per the existing State/Central Government rules	Management	The management provides necessary support to process the leave and other allowances for women staff on maternity leave. Paternity leave for male staff was also processed by the management.	As and when required



Dr Susan Thomas  
(IQAC Coordinator)



  
Principal  
Mar Thoma College, Tiruvalla

Dr Varughese Mathew  
(Principal)