

MAR THOMA COLLGE, TIRUVALLA
ANNUAL GENDER SENSITIZATION PLAN
2021-'22

Mar Thoma College is fully aware of its responsibility as an educational institution to provide a space for gender equality. We recognise that the marginalization of women from the socioeconomic and political sphere is widespread and deep-rooted in our society. We provide awareness to our students about gender issues and focus on their holistic development so that we can transform 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 chalked out its 'Annual Gender Sensitisation plan' for the year 2021-'22 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	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.	October, 2021 and March, 2022
3	Washrooms/rest room facilities for all genders	Management	A new building is being constructed with ample washrooms and rest rooms. Repair and maintenance work undertaken in the ladies washrooms.	As and when necessary
4	Organize seminars and workshops for students on gender	Subject Associations/ NSS/ NCC	Conducted training sessions, awareness camps, talks, seminars and	Quarterly

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	equality		workshops on gender equality, for students.	
5	Strengthen the use of gender-sensitive language in institutional documents, course plans, and other documents	Principal/IQAC/ HoDs	Editing and careful monitoring of documents to ensure gender sensitive use of language.	As and when required.
6	Celebrate the International Women's Day – the 8 th of March	Women.s Cell/ Women's Empowerment Cell/ NSS/NCC	NCC organised a programme to honour women teachers in the college, and made a manuscript magazine. Women's Cell and Women's Empowerment Cell organized a talk on Gender Equality for a Sustainable Development.	On 8 th March, 2022
7	Provide cultural/sports competitions on gender basis during annual sports meet/Arts fest	Department of Physical Education/ Best Arts/ College Union	Annual Sports Meet was conducted by Department of Physical Education. Annual Arts Day and Competitions were conducted by Best Arts and the College Union. Students were trained to participate in Sports meets and Arts competitions at the University and State levels.	Annually
8	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
9	Encouraging girl students applying for scholarship schemes and funds provided through various Central/State Government schemes (Single	Principal/ Research Cell/ Scholarship Committee	Students were made aware of the scholarships available during the induction programmes, and research scholars were encouraged to apply for scholarships. Elizabeth Thomas, a research scholar of Physics, availed the	As and when required

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	Girl Child Scholarship)		Single Girl Child Scholarship.	
10	Re-start the nursery or start an institution for the care of little children	Management	The request has been placed.	
11	Organizing self-defence programs for Women and programmes on health and hygiene	Women's Cell/ Women's Empowerment Cell	A few programmes have been organized in the previous years but this year, owing to the pandemic, the programmes could not be conducted.	Annually
12	Organizing programmes for men students on relevant issues	Principal/ College Union	Orientation programmes were conducted by subject associations.	Annually



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Mar Thoma College, Tiruvalla

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