



S N M COLLEGE, MALIANKARA

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(Affiliated to Mahatma Gandhi University, Kottayam)

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7.1.1 Specific facilities provided for women in terms of Safety and Security, Counseling, Common Rooms

Safety and Security

To safeguard the SNM community, the College has implemented a number of safety and security precautions. The college is continuously being watched over with the aid of CCTV cameras to keep an eye on what is happening around the campus. The location of the women's hostel on the college campus ensures the safety of the residents. On the campus and hostel, watchmen are present around-the-clock. In accordance with UGC guidelines, the college also established an Internal Complaint Committee (ICC) to support female staff members and students who are experiencing various forms of harassment. Students are required to wear ID cards and uniforms on campus as part of security measures.





Counseling unit

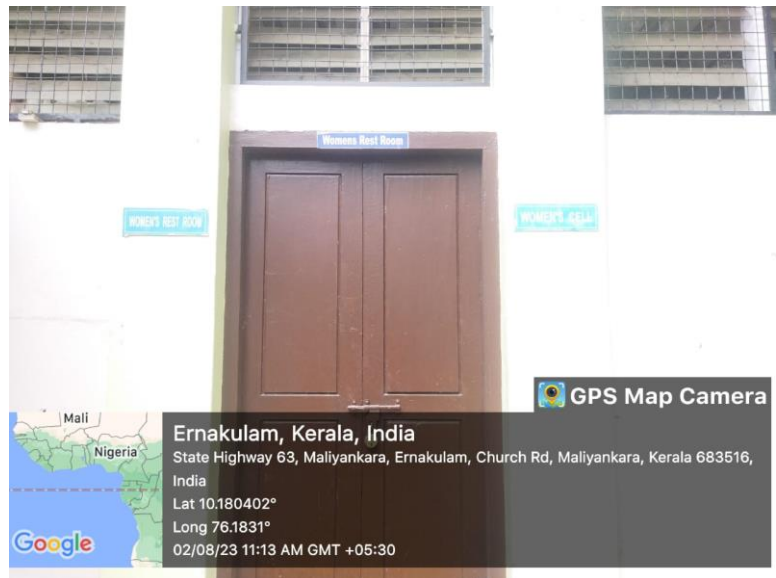
A counseling section is running in the college with the help of a competent counselor to help students build their self-confidence to deal with obstacles. We are providing each needy student with individualized guidance and support with the aid of the class tutors. Around 10 students, which include both boys and girls, took the counseling help during the academic year 2022-2023.

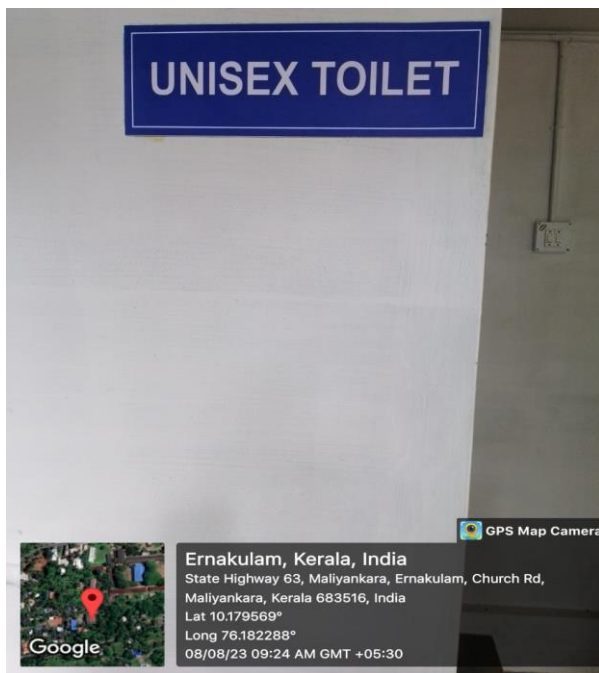
College Women Hostel

The college takes pride in providing a comfortable and secure accommodation option for female students directly within the campus premises. With a capacity to house up to 72 girls, the hostel is conveniently divided into two blocks, ensuring a conducive living environment. To further enhance the well-being of its residents, a dedicated Hostel Matron is available round the clock, offering assistance and promptly addressing any concerns that may arise. Additionally, the college's commitment to student welfare is underscored by the presence of a senior faculty member who serves as the College Warden for the hostel. This experienced warden ensures that students' needs are met, oversees the smooth functioning of the hostel, and fosters a nurturing atmosphere that promotes personal and academic growth.

Common Room

The college has a common room exclusively for girls. The room is meant for the welfare of girl students inside the campus. The room has comfortable mattresses, a drinking water facility, a reading nook, two toilets, and a bathroom. The restroom is equipped with a vending machine, an incinerator, and amenities for entertainment.





Internal Complaints Committee(ICC)

An Internal Complaints Committee is working inside the campus to ensure a safe and inclusive environment for all students and staff, addressing any instances of harassment or discrimination. This committee plays a crucial role in upholding the institution's commitment to maintaining a respectful and supportive community.

To give awareness for the teaching faculty on the legal framework of ICC in the campus and to provide them with knowledge on sexual harassment or any sort of discrimination within the workplace, Internal Complaints Committee organized a legal awareness session for the teaching faculty on the topic of sexual harassment in workplaces for the teaching faculty. The session was handled by

Adv Remya P. She elaborated on the legal structures to be followed in case of sexual harassment or any sort of discrimination that occurs in the workplace. The aim of constituting Internal Complaints Committee was also given importance. The initiative by ICC of SNM College is to facilitate safe and secure working environment within the campus.

As part of curriculum, BA English, BA Malayalam, MA Malayalam, MA Economics deal with gender related theories in their syllabus,

SI No	Course Code	Nameofthecourse	Descriptionofcourses	(Scanned syllabuspagesindrive)Link
1	ML3CM T05	OruEzhu thukaran /Ezhuthukari - Madhavikutty	Toawarewomenc ontributions inliterature	https://drive.google.com/file/d/1zrr9pxVwxPF9yuBRGAND4E3y7FtJS6xD/view?usp=drive_link
2	ML6CB T01	MalayalathileS threerechanakal	Toawarewomensc ontributions inliterature	https://drive.google.com/file/d/1uRF7AMRq1CqkSm05QX7-A1tdMlmpToYN/view?usp=drive_link
3	ML8004 02	Dalith-Sthree-ParisthithiSahit hyavicharam	ToawareDalith ,Environmental WomensLiterature	https://drive.google.com/file/d/16-xKj3Zqnz8NiQsoP762PltT9XGQY1A-/view?usp=drive_link
4	EN2CC T03	Issues thatmatter	It identifies and enablesdiscussion overcontemporaryis sueslike gender equality andenvironmentalis sues	https://drive.google.com/file/d/1q_TItYNEEe3Ad6alzb4Pa0xAilhbaZA/view?usp=drivesdk
5	EN6CR T11	Women'swritin g	It addresses issues faced bythewomen insociety	https://drive.google.com/file/d/1KIfWVEE-YDVZDI9IDBWgHF-sEVTX9L3BV/view?usp=drivesdk

College also offers aCertificate Course on **Fundamentals of Gender Economics**. The purpose of this

course is to provide students with a state-of-the-art overview of the literature relating to gender differences in labor market outcomes, its origins, and evidence on policies that can help to decrease these gender differences. The course contains three themes: The first outlines some potential mechanisms behind gender inequality: discrimination, stereotypes, identity, norms, and the transition to parenthood. The second outlines research on different dimensions of gender differences and their origins. The third covers some policies and evidence of their effects.

<https://snmcollege.ac.in/wp-content/uploads/2023/08/Certificate-Course-on-Gender-Economics-Syllabus-Economics.pdf>

College actively engages its students by assigning projects that delve into various aspects of gender-related issues, fostering a deeper understanding of these important social matters.

SI No	Name of the student	Project Title
1.	SANDRA MURUKAN	Investment habit of employed women in Paravur municipality
2.	SREERAG P	A study on online buying habit among working men and women
3	ADITHYA RATHEESH	Work Life balance of women employees in public sector
4.	AKSHAY.T.S	Issues and challenges faced by women weavers in Chendamangalam handloom industry
5	MEGHA MURALI A	study on Women Unemployment in Pallipuram Panchayath
6	SREEDEVI P A	case study on the socio-economic status and problems faced by women entrepreneurs in Paravur, Kerala
7	NIVITHA V S	A study on the role of Kudumbasree in women empowerment with special reference to Pallipuram Panchayath
8	MUHAMMED AJMAL I S	The Need For Women Entrepreneurship
9	MEGHA P R	Investment Behaviour in working Women with special reference to Cochin
10	ANJANA C J	Women empowerment under Kudumbasree:A case study in Kodungallur region
11	SANGEETHA E S	Investment Behaviour Women with special reference Kochi

Programs conducted by the institution for the promotion of Gender Equity are given below:

The inauguration of the Gender Equality Forum and an inaugural Seminar was organized on July 5th, 2022. The resource person Mr. Adam Harry, India's First Transman Pilot inaugurated the activities of Gender Equality Forum and delivered the **talk on 'Queering Identities'**. The program was presided over by Dr. Jitha T H, Principal of SNM College. The GEF Coordinator Ms. Saipriya Sudarsan welcomed the gathering. Ms. Binsha B felicitated the function. The students from various departments participated in this seminar. The Seminar was very effective in giving insight to the students about different sexual identities especially the queer community. Nowadays the queer community is gaining so much importance among the public. But ignorance and violence against the queer community still exists. So by giving this seminar most of the students are able to understand the queer community and they can also identify their sexual orientation.



The NSS volunteers participated in the "Cup of Life" program was a noble initiative aimed at promoting menstrual hygiene and creating awareness about the use of menstrual cups as an eco-friendly alternative to traditional menstrual products, which was held on August 10th, 2022, at the IMA House in Kochi. The program was organized under the guidance of Sri. Hibi Edan, M.P and it was conducted in the presence of Dr. Renu Raj, the District Collector of Ernakulam. The volunteers received **training on menstrual hygiene** and the use of menstrual cups from Dr. Smitha Sathi Menon at the IMA House in Kochi. The program was focused on creating awareness about menstrual health and hygiene and promoting the use of menstrual cups as a sustainable and cost-

effective solution. The volunteers distributed menstrual cups to women and girls from underprivileged communities, who often lack access to hygienic menstrual products. They also provided information on how to use and maintain the cups and addressed any concerns or doubts that the participants had.



On 7/12/2022 in association with Paravoor Women Welfare Department a **debate** was held on the topic of "**dowry/violence against women**" at the seminar hall of SNM College Maliankara. The program began at 2:00 pm and was attended by various dignitaries including the chief guest ICDS Junior Superintendent Rajeesh, and Nutrition Mission Block Coordinator Harikrishnan, along with NSS Program Officers Dr. VC Resmi, Vipin KD, NSS Senior Secretary Shahir Mohammad, NSS Secretaries Athul Krishna, Meenakshi Sunish, and other NSS leaders, teachers, and volunteers. The event started with a prayer, followed by a welcome speech by the NSS program officer Dr VC Resmi. KA Ajan delivered the greetings. After that, the volunteers debated on dowry

and discussed violence against women. The discussion was informative and highlighted the pressing issues related to the topic. NSS Senior Secretary Shahir then talked about the debate, stressing the importance of such events in creating awareness among people about social issues. Finally, NSS Secretary Adhithya delivered the vote of thanks. The debate was well-organized and provided a platform for volunteers to express their views and opinions on the topic. It is hoped that such events will continue to be conducted in the future to create awareness and promote social change



The NSS unit conducted a **Menstrual cup campaign** at SNM College Maliankara on 1st September 2022. The campaign is an essential step towards promoting menstrual hygiene and reducing the environmental impact of disposable sanitary products. It is impressive that the program started at 10:30 in the presence of a chief guest, Dr. Noushin Ashraf, a consultant of Craft Hospital and Research Centre Kodungallur, and the SNM College principal Dr. T. H. Jitha, NSS program officers Dr. V. C. Resmi, Vipin K. D, Dr. U. R. Krishnakumar, and other NSS volunteers, teachers, non-teaching staff, and more than five hundred students. The NSS song must have set the tone for the program, and Dr. V. C. Resmi's welcome speech would have made everyone feel at ease. SNM College principal delivered a presidential address, and Dr. U. R. Krishnakumar congratulated those who attended the campaign. After the felicitation, the SNM College students conducted a dance performance, which must have added to the vibrancy of the event. The chief guest, Dr. Noushin Ashraf, conducted a class on menstrual cups, which is an essential step towards educating people about the benefits of menstrual cups. NSS secretary Meenakshi Sunish thanked everyone who

attended the campaign, and NSS volunteer Adhithya explained about menstrual cups in detail. It is also good to know that the NSS volunteers divided into five counters and distributed the menstrual cups. This step would have helped many women switch to menstrual cups and reduce the environmental impact of disposable sanitary products.



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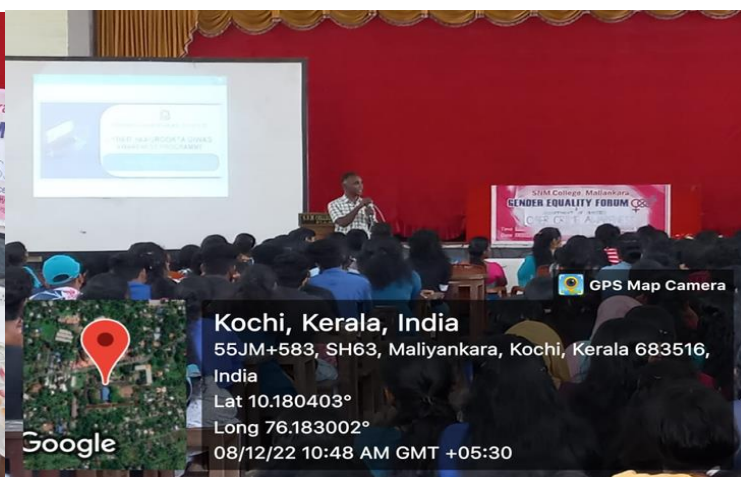
The primary objective of a Gender Champion is to promote and advance gender equality in all aspects of life. This includes advocating for equal opportunities, treatment, and representation for people of all genders. The application form of **Gender Champion** has been called for on September 6th, 2022. The Gender Equality Forum received 14 applications from various departments. The series of competitions were arranged in order to analyze the various skills of these participants. Among the 14 participants, 3 students were selected as Gender Champion for the academic year 2022-2023. Shahir Mohammed of III Bcom OM & SP, Ms. Aparna K L of III BA Economics and Ms. Juviena Reji of III BA English were the selected students. The programme was well arranged in order to analyze the communication skills, leadership qualities, and organizational skills. The certificates and the trophies were distributed on March 8th by Maithreyan, Social Activist and Social Media Influencer.



The Gender Equality Forum observed UN International Day for the Elimination of Violence against Women by wearing orange theme dress by all the staff and students to symbolize a brighter future, free of violence on November 25th, 2023. Principal Dr. Jitha T H delivered an awareness talk on the importance of elimination of violence against women. By celebrating this day we aimed to educate and inform individuals about the prevalence and impact of violence against women, fostering a deeper understanding of this issue.

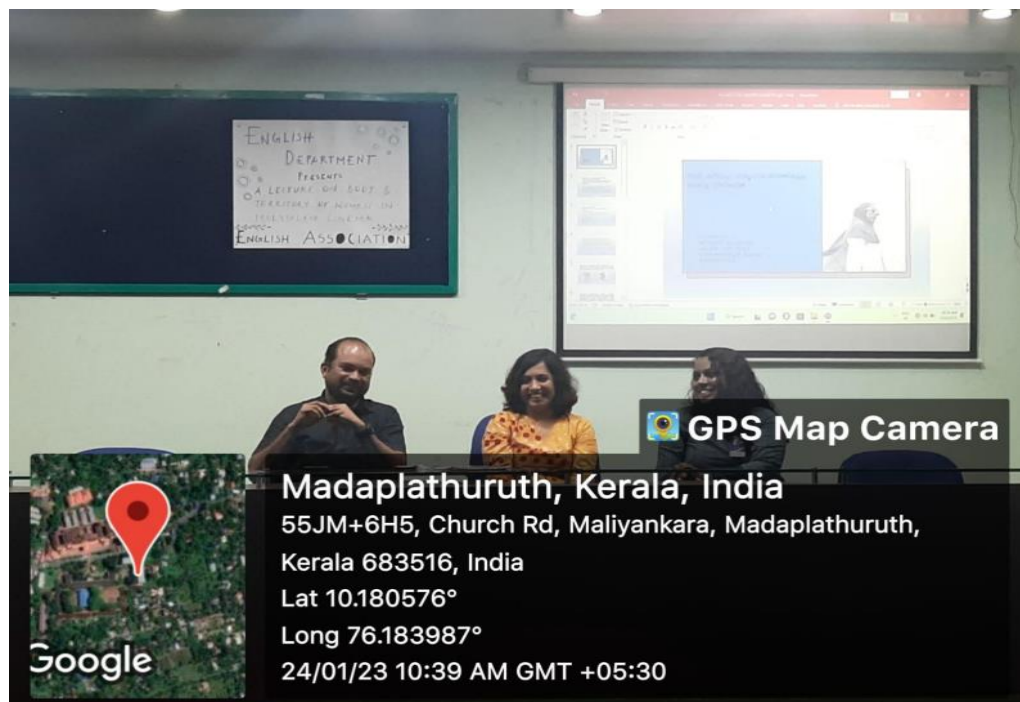


The Gender Equality Forum and the Department of Physics conducted a **Seminar on “Cyber World- Think before you Click”** on December 8th, 2023 by Mr. Thalhath P M, Senior Civil Police Officer, Cyber Police Station, Aluva in observance of UN International Day for the Elimination of Violence against Women and Human Rights Day. The programme was inaugurated by principal Dr.Jitha T H and Ms.Saipriya Sudarsan, Coordinator of GEF welcomed the gathering. Ms. Priya S Nair felicitated the function and Ms Neha (student) proposed the vote of thanks. The seminar was very effective in giving insight to the various steps which the girl students as well as the boys should take while using various social media.





The Department of English Association organised an **invited lecture entitled “Body and Territory of Women in Malayalam Cinema”** on 24/01/2023 at the college seminar hall. The session was handled by Dr Sreedevi P Aravind, Assistant Professor, Dept of Film Studies, Thunchath Ezhuthachan Malayalam University. The topic for the lecture proved to be relevant as cinema closely associated with cultural studies is a medium to express the gender issues prevalent in the society. She elaborated on various representations of women in Malayalam cinema beginning from the 1960s. The students from different disciplines participated in the lecture.



The Gender Equality Forum celebrated the International Women’s Day with a series of events and activities aimed at promoting gender equality. On March 8th, 2023 we organized various programmes like **Spot Dance and Tableau competitions, on the topic ‘Gender equity in the Modern world’**. The programme was inaugurated by Dr. Jitha T H, Principal of the college. Ms. Saipriya Sudarsan, Gender equality Forum convenor welcomed the gathering. International Women's Day celebration successfully and achieved its objectives of promoting gender equality, celebrating women's achievements, empowering and inspiring participants, and advocating for women's rights. The event created a supportive and inclusive environment, encouraging dialogue, and personal growth. We believe that the impact of this celebration will extend beyond the event itself, contributing to ongoing efforts to achieve gender equality and empower women in our college.





The Gender Equality Forum conducted a **Seminar on “Gender Equity: Is it Attainable”** and the resource person for this seminar was Mr. Maithreyan, Social Activist and Social media influencer. The programme was conducted in observance of International Women’s Day and this programme was organised on March 21, 2023. The programme was presided by Principal Dr. Jitha T H. The Gender Equality Forum Coordinator Ms.Saipriya Sudarsan welcomed the gathering. Mr.Sajeev Sadanandhan proposed the vote of thanks. The seminar provided valuable insights and actionable strategies for promoting gender equity in various domains, leaving participants feeling empowered and motivated to effect positive change.





The Gender Equality Forum celebrated the International Women’s Day with a series of events and activities aimed at promoting gender equality. On March 8th, 2023 we organised a **Group Discussion on Women Empowerment**. The programme was conducted in the College Seminar Hall. The students from various departments actively participated in the discussion. The group discussion on gender empowerment provided a valuable platform for participants to engage in meaningful dialogue, share experiences, and develop recommendations to foster gender equality. The insights gained and recommendations made during the session serve as a starting point for our institution’s ongoing commitment to gender empowerment. The session provided a valuable platform for participants to explore the complexities of women empowerment and generate actionable insights and recommendations and also help to develop their communication skills.





The Gender Audit and Survey Report presents an in-depth analysis of gender-related issues within the institution. The objective of this comprehensive study is to identify gender disparities, assess the impact of policies and practices on different genders, and suggest recommendations to foster gender equality and inclusivity. The report and survey was prepared by the Coordinator of Gender Equality Forum Ms.Saipriya Sudarsan. The report was submitted by the end of the academic year on May 31st, 2023. In-depth interviews and focus groups were conducted with stakeholders to gain deeper insights into gender-related issues. The survey was administered to a diverse sample population to ensure representation from various genders, age groups, ethnicities, and socio-economic backgrounds. The audit revealed significant disparities in gender representation at various levels of the institution. 90% of leadership positions were occupied by women, while men were less in decision-making roles.

<https://docs.google.com/document/d/19imrkqTKv2vKgFOw13--h0zCWgupLiKk/edit?usp=sharing&oid=112673866560365016283&rtpof=true&sd=true>

The NSS unit conducted an Essay writing competition on Women's day on 8th March at 2:00 pm. The programme was conducted in the presence of NSS programme officer Dr V C Resmi, Sri Renish, Smt.Susan, NSS secretaries Athul Krishna, Sethulakshmi, and other leaders and volunteers. The competition aimed to highlight the importance of women in society and attracted many participants who made the event a grand success. The participants showcased their writing skills and expressed

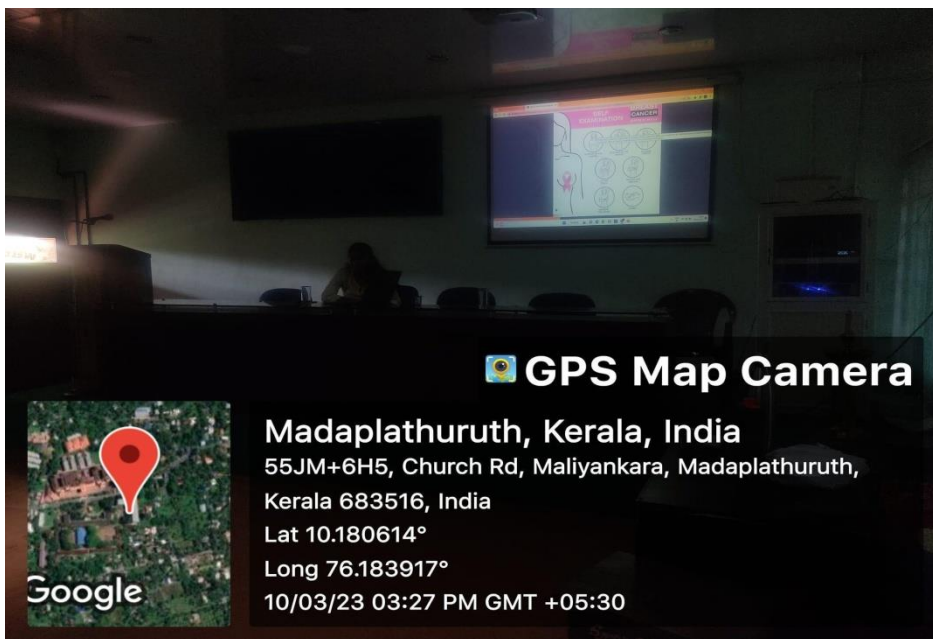
their views on the role of women in society.



The Gender Equality Forum observed the International Women’s Day on March 8th, 2023 with renewed vigor and determination to address the ongoing challenges faced by women and promote their empowerment. With the theme “DigitALL: Innovation and technology for gender equality,” the United Nations Observance of International Women's Day 2023 honours and celebrates the women and girls who are leading the way in the development of transformational technology and digital education. On the International Women's Day 2023 the teachers and students were dressed up in purple. According to the official International Women’s Day website, “Purple signifies justice and dignity. At the portico teachers and students gathered and the principal Dr.Jitha T H, delivered a speech about the importance of Women;s Day and gender equity.



As part of International Women's Day celebration the Gender Equality Forum of SNM College Maliankara organised a Seminar on March 10, 2023. Ms. Saipriya Sudarsan, Coordinator of Gender Equality Forum welcomed the gathering. Ms.Swathy proposed the vote of thanks. The **seminar** was on the topic **Breast Cancer**, and the resource person for the seminar was Dr.Liya Shabnam of Government Medical College, Ernakulam. The students from various departments participated in the seminar. About 100 students participated in the programme. The seminar on breast cancer was conducted with the aim of raising awareness about breast cancer, its risk factors, early detection, and treatment options. Breast cancer is a significant health concern affecting millions of women worldwide. The seminar aimed to educate participants about the importance of early detection and dispel common myths surrounding breast cancer.



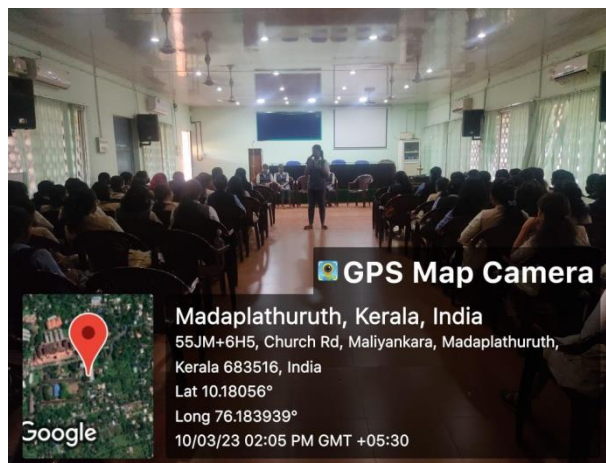
As part of International Women's Day celebration the Gender Equality Forum of SNM College Maliankara organised a Seminar on March 10, 2023. Ms. Saipriya Sudarsan, Coordinator of Gender Equality Forum welcomed the gathering. Ms.Greeshma from III BA Malayalam proposed the vote of thanks. The **seminar was on the topic Menstrual Hygiene**, and the resource person for the seminar was Dr.Sanjay S of Government Medical College, Ernakulam. The students from various departments participated in the seminar. About 100 students participated in the programme. The programme came to an end at 4:30 pm. The seminar on menstrual hygiene was conducted to address common myths and taboos associated with menstruation and provide accurate

information to debunk misconceptions. The seminar helped to educate the participants about appropriate and healthy menstrual hygiene practices, including the use of menstrual products, proper sanitation, and disposal methods. The seminar also introduces participants to various menstrual products available in the market, such as sanitary pads, tampons, menstrual cups, and reusable cloth pads, and guides them in choosing the most suitable option.

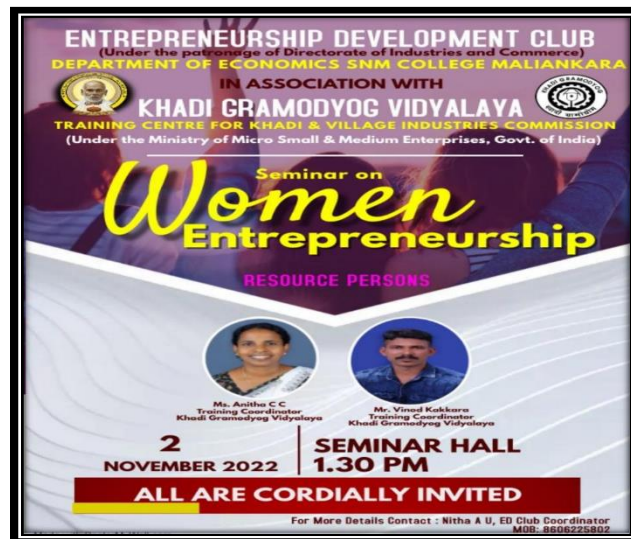


As part of International Women's Day celebration the Gender Equality Forum of SNM College Maliyankara organised a **discussion on gender equity** in the modern world took place on March 10th, 2023 at the College Seminar Hall. The programme was chaired by Ms.Saipriya

Sudarsan, Coordinator of Gender Equality Forum. The objective of the discussion was to engage participants in an open dialogue about the current state of gender equity and the challenges faced in achieving true equality in various aspects of life. The conversation aimed to raise awareness, challenge existing norms and stereotypes, and foster a deeper understanding of the importance of gender equity for building a just and inclusive society. The participants explored how deeply ingrained gender stereotypes and biases continue to influence societal expectations and limit opportunities for individuals based on their gender. Participants examined the underrepresentation of women in leadership positions across various sectors and the importance of increasing female representation to promote gender equity. The discussion addressed the alarming rates of gender-based violence worldwide, including domestic violence, sexual harassment, and human trafficking, and the urgent need for comprehensive measures to combat such violence.



To develop entrepreneurial skills among women and create awareness on different enterprises a women can start with low cost and training, on 2nd November, 2022 ED Clubs successfully organized one day Seminar on “**Women entrepreneurship**” in collaboration with Khadi Gramodyog Vidyalaya, Training Centre for Khadi and village industries commission, under the Ministry of Micro Small and Medium Enterprise Govt. of India. Women-owned business enterprises are playing a prominent role in society by generating employment opportunities in the country. Sessions were conducted by Ms. Anitha C C and Mr. Vinod Kakkara, training coordinators of Khadi Gramodyog Vidyalaya. 120 participants from various categories such as students of our college, faculties and Kudumba Sree workers of the village adoption wards are attended the workshop. Seminar enhance their knowledge in the field of women entrepreneurship and throw light on different enterprises they can start with low cost and training. Club is planning to start a training course in collaboration with Khadi Gramodyog Vidyalaya, Training Centre for Khadi and village industries commission for interested students of the college.



To develop entrep

reneurial skills among students,

ED Club organized an Invited Talk on “Journey as a woman entrepreneur” by Ms. Vinumol Manoj, Academic Director, Winners Coaching Institute, Thrissur on 10th March 2023, Friday, 10 am at Seminar hall of the college in connection with “International Women’s Day”. The resource person shared her entrepreneurship journey and explained how entrepreneurs see a problem as an opportunity for business. The speaker spoke about her startup and challenges she faced as an entrepreneur. She also interacted with the students through varied type of questions made them realize how and where good qualities are very important in sustaining entrepreneurship. She also alerted them to the truth that there are umpteen number of abilities within them that go unnoticed. 85 students from different departments successfully participated in the program and provided positive feedback on the program.

ENTREPRENEURSHIP DEVELOPMENT CLUB
Department of Economics
S.N.M COLLEGE MALIANKARA

Celebration
INTERNATIONAL WOMEN'S DAY
Talk on
JOURNEY AS A WOMAN ENTREPRENEUR

Resource person
Ms. Vinumol Manoj
ACADEMIC DIRECTOR
WINNERS COACHING INSTITUTE

March 10th 2023
Friday
SEMINAR HALL 10.30 A M

ALL ARE CORDIALLY INVITED
MORE DETAILS CONTACT: 8606225802



To encourage, enable and facilitate women in becoming economically empowered, on 22/03/2023, a seminar on the topic 'how to become a successful women entrepreneur' was conducted jointly by the Department of Commerce and iicat at 10:30 AM in the seminar hall as a part of International Women's Day. The resource person Anitha KA, Founder of Moongoddess Couture interacted with the students and shared her journey to the Moongoddess Couture. Students cleared their doubts with her.



