



# **HENRY BAKER COLLEGE**

MELUKAVU, KOTTAYAM

Founded 1981

Accredited by NAAC With 'A' Grade An ISO 9001 : 2015 Certified Institution

A Christian Minority Educational Institution run by C.S.I East Kerala Diocese  
*Affiliated to Mahatma Gandhi University, Kottayam*

**1. Preface**

**2. Gender Policy**

**3. Gender Sensitization Action Plan 2022-2023**

**4. Report of the Programmes**

# Gender Sensitization Action Plan

## 1. Preface

The Gender Sensitization Action Plan devised every academic year aims at promoting and sustaining equity among male and female students and staff. It assures that all who are part of the institution enjoy the same rights, opportunities, security and resources.

Gender equity is ensured through the following steps every year:

1. In the opening meeting of the Teaching and Administrative staff every academic year the need to be sensitive to gender issues in all academic and administrative functions and the primal significance of gender equity are reiterated
2. During the Orientation Session at the beginning of every academic year the policy of gender equity is explained to the students
3. The institution regards the students and staff on an equal par irrespective of gender
4. The institution envisions to inculcate the notion that sexual minorities including the transgenders share the rights of all human beings
5. The institution wants the staff and students to regard alternate sexualities as normal behaviour
6. The college urges all the stakeholders to regard the LGBTQ community as an essential part of humanity with equal rights as all human beings and spreads this all-inclusive message through various programmes

## **2. Gender Policy**

- No opportunities, privileges, or rewards to a person (or a group) shall be denied because of gender
- There shall be equal opportunity for women and men. There shall not be any kind of discrimination based on gender
- The institution shall abide by the Article 19 of the Universal Declaration of Human Rights, adopted in 1948, which states that “Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.”
- HBC’s Grievance Redressal Cell shall not have any kind of discrimination based on the gender of HBC community
- All measures will be taken to guarantee women equal access to and full participation in HBC’s decision-making bodies at every level, including the academic, executive, management, university affiliated bodies, as also, Committees, Boards, Trusts etc.

### 3. Gender Sensitization Action Plan 2022-23

Sl No	Aim	Plan of Action	Organizing Body	Outcome
1	To inspire girl students by inviting attention to eminent women	Decided to conduct a programme focusing on the achievement of a lady celebrity	Women's Cell	Women's Cell commemorated Malala Day, the birthday of Malala Yousafzai, renowned Pakistani female education activist and 2014 Nobel Peace Prize Laureate on 13-7-2022.
2	To promote the artistic talent talents of girl students	Decided to conduct a competition that brings out the talents of girl students	Women's Cell	As part of the International Girl Child Day Celebrations Women's Cell organised a pencil drawing competition on 12-10-2022 focusing on the themes Women Safety, Empowerment, & Atrocities against Women
3	To make girl students think of finding solutions to the problems women face in society	Decided to conduct a discussion on a crucial problem that affect women's life	Women's Cell	Women's Cell in association with the Women and Child Welfare Department, Erattupetta organised a Talk show on the prevention of atrocities against women on 1-12-2022, "Atrocities against Women: Solutions" in which twenty students presented their idea to solve the problem discussed.
4	To sensitise girl students about human rights violations against women	Decided to conduct an invited talks on Human Rights	Dept of History	A Talk Show on Human Rights Violations against

		Violation against Women		Women was conducted on 9-12-2022 in which about 15 students participated giving their viewpoints about violence and human rights violation that women face in Indian society. They also proposed several measures to empower women
5	To make girl students conscious of being healthy individuals	Decided to see if the girl students are anemic	Henry Baker College in association with Community Health Centre, Edamaruku	Henry Baker College in association with CHC Edamaruku organised an awareness talk on health and hygiene on 20-2-2023 and free hemoglobin check up. Dr.SaralaA.C, Medical Officer ,CHC Edamaruk gave a talk on Anaemia and its after effects.
6	To equip girl students with skills to face physical assaults and to make them face such instances if any with self confidence	Decided provide girl students self defence classes	NSS Unit	Provided Self defence classes for girl students entitled "I Will Defend Myself." Ms. Meenakshi V M and Ms. Aksamol K B of II B. A. English, Karate Black Belt holders, trained interested girl students from 08-03- 2023 onwards
7	To sensitise the students about women's contribution to our lives and society	Decided to celebrate International Women's Day	Women's Cell	International Women's Day was celebrated 8-3-2023. The programme titled Shukriya aimed at recognizing and honouring the significance, status and dignity of women in various fields.
8	To enhance the creative skills	Decided to publish	Women's Cell	Women's Cell

	of students	a manuscript magazine focusing on femininity		publish a manuscript magazine on 31-3-2023, titled Srishti. Volume 1 was entitled as Penma. The magazine included drawings, paintings, essays, quotes, short stories and poems related to the topic Women.
9	To nurture leadership qualities among girl students	Decided to instill the confidence to lead by example among girl students	NSS Unit	Hiba Fathima (I B. A English) participated in State Level NSS Volunteer Leadership Camp "Yuvatha-2033" organized by NSS unit of Bharata Mata College, Thrikkakkara & M G University NSS Cell which was held at Bharata Mata College, Thrikkakkara from 17.05.2023 to 19.05.2023.

## **4. Report of the Programmes**

**1.**

**Programme: Malala Day Observance**

**Date: 03-07-2022**

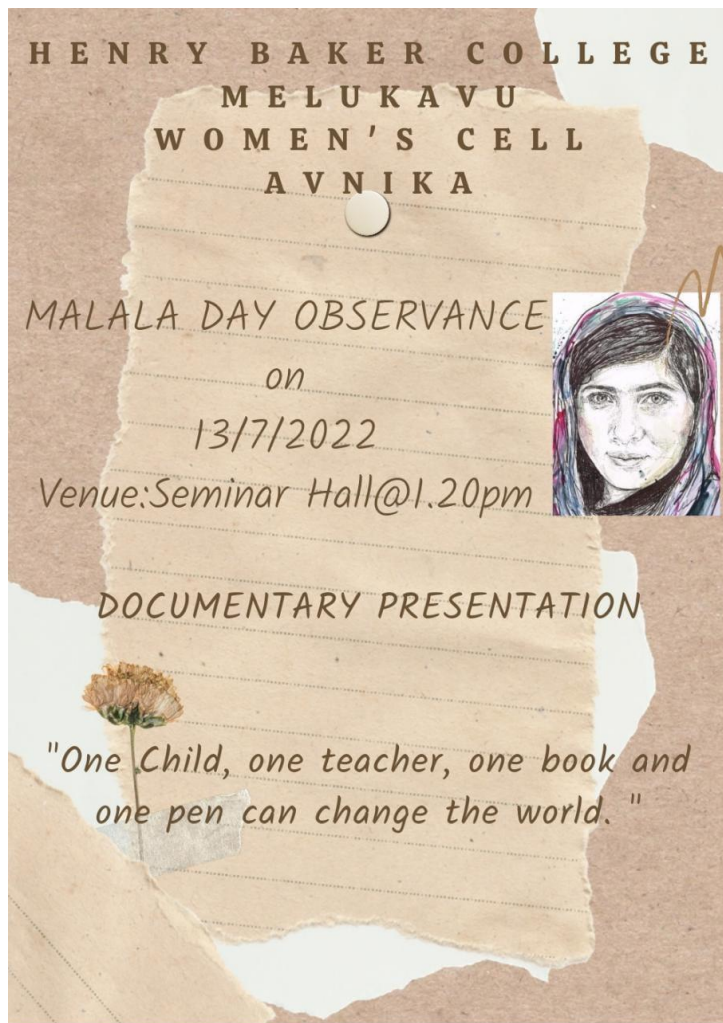
**Organized by: Women's Cell, Henry Baker College**

Objective-To honour the young Nobel laureate MalalaYousafzai and her contributions that promoted women and girl education.

Avnika commemorated MalalaDay,the birthday of MalalaYousafzai, renowned Pakistani female education activist and 2014 Nobel Peace Prize Laureate on 13/7/2022. A documentary presentation was arranged in order to honour the young activist.Mrs.Elizabeth Joseph, Coordinator,Women's Cell welcomed the gathering.Dr.G.S Gireesh Kumar delivered the inaugural address. He focused on the fact that women should be well aware and conscious of their rights and duties and clearly understand the threats and issues surrounding them.

Outcome-Students,especially girls were aware of the importance of being educated.

Students felt optimistic after hearing the inspirational speech of MalalaYousafzai.



5.



2.

**Programme: International Girl Child Day Celebration**

**Date: 12- 10-2022**

**Organized by: Women's Cell, Henry Baker College**

Objectives-To increase the observational skills,awareness and concern towards women related issues.

To bring out the creative expression,artistic skills and also to gauge their awareness quotient.

As part of the International Girl Child Day Celebrations women's cell organised a pencil drawing competition on 12 October 2022.Principal,Dr.G.S Gireesh Kumar delivered the inaugural address and handed over the drawing papers to the students. The programme started at around 1.30 pm. Principal Dr.Gireesh Kumar G.S inaugurated the function andMrs.Elizabeth Joseph,Coordinator,women's Cell welcomed the gathering. The competition was held in order to develop the creative minds of the students.10 students participated in the event.The themes given were Women Safety and Empowerment, Atrocities against Women etc. It was a successful event.The participants actively participated and wondrously showcased their creative talents..

Kumari Daliya Rajeshwaran (II BA English),Kumari Maneesha T.M (II BA History)and Sujith Kumar(I B.Com Co-operation)secured the first, second and third prize respectively.

Outcome-The event highlighted the artistic splendor of the students.

**HENRY BAKER COLLEGE MELUKAVU**  
**WOMEN'S CELL, AVNIKA**

**PENCIL  
DRAWING  
COMPETITION**

On 12/10/2022,  
Wednesday  
@1.30pm  
Venue: Seminar Hall

INTERNATIONAL  
DAY OF THE

**GIRL  
CHILD**



Let her career be driven by passion  
rather than gender.





3.

**Programme: Talk Show-Atrocities against Women..Solutions**

**Date: 01-12-2022**

**Organized by: Women’s Cell, in association with the Women and Child Welfare Department**

**Objectives-**To hone the skills of students to be out-spoken individuals and to express themselves on bigger platforms.

Women’s Cell in association with the Women and Child Welfare Department, Erattupetta organised a Talk show on the prevention of atrocities against women on 1/12/2022. The event began around 10.30am where students from various departments and faculty members gathered as audience.PrincipalDr.Greesh Kumar G.S inaugurated the event. DrBeena Paul, Convenor, Gender Justice Forum welcomed the gathering. Mrs.Savitha Sasi, ICDS Supervisor delivered the Keynote address.

There were a total of 20 participants, from different departments. The participants were already given the topic.The students raised their voice in solidarity to end violence against

women and girls. It emphasized the need for action to liberate women from factors that hinder their progress, dignity and empowerment. It was a hot discussion. Ms. Anjana Aby of History Department acted as the moderator. Based on the premise that everyone is equal, the moderator highlighted the need to switch from the stereotypical notions of womanhood. She focused on various aspects of inequality faced by women. The students shared their personal experiences and pointed out the necessity of creating an inclusive world through the removal of gender bias and inequality. They spoke poignantly about the gender discriminations and persisting challenges faced by women in our society. Unseen, Unheard violence and abuses against women must be stopped. The talk show was concluded sensitizing all the young minds who are destined to make gender equality a reality. It urged the need for eradicating the gender disparities and setting up an inclusive world without any discriminations. It was a highly stimulating talk with different views and opinions on their respective motions. The speakers were full of energy and enthusiasm which kept the audience enthralled till the end.

The show emphasized the need to protest against all sorts of abuses against women. The event aimed at exposing students to debating skills. It also aimed at providing a platform where our students can come forward and speak fearlessly. Participation Certificates were awarded to all. It was a wonderfully coordinated event. Mrs. Celina Joseph, Counsellor proposed the vote of thanks..

## Hearty Welcome

Mrs. Savitha Sasi, ICDS  
Supervisor

Mrs. Ayrene Mathew,  
Mrs. Celin Joseph, School  
Counsellors



Moderator- Ms. Anjana Aby,  
Asst. Professor on Contract,  
Dept. of History

On 1/12/2022, Thursday

@10.30 am

Venue-Seminar Hall



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**Gender Justice Forum & Women's Cell**  
In association with  
**The Women and Child Welfare**  
Department, Erattupetta

**Talk Show**  
Theme: Atrocities against women..  
Solutions..



DISCUSSION IS ALWAYS BETTER THAN  
ARGUMENT..

BECAUSE

ARGUMENT IS TO FIND OUT WHO IS  
RIGHT!!

DISCUSSION IS TO FIND OUT WHAT IS  
RIGHT!!

COORDINATORS:  
DR. BEENA PAUL  
MRS. ELIZABETH JOSEPH  
MRS. ANEETTA ELIZABETH MANUEL





Outcome-The programme instilled a thinking mind among the students  
Students were aware of the gender disparities and atrocities against women.

4.

### **Programme: Talk Show on Human Rights Violations against Women**

**Date: 09-12-2022**

**Organized by: Dept. of History, Henry Baker College**

#### **Objective**

The goal of the talk show was to raise awareness among students about how women suffer and are exploited in our society. In this situation, there is an urgent need to educate the next generation about the rights guaranteed by our constitution and how to safeguard and advocate for them.

Celebrating International Human Rights Day, Post Graduate Department of History, Henry Baker College, organized a Talk Show on the topic “ Human Rights Violations Against Women” on 9<sup>th</sup> December 2022, at the college seminar hall.

DrBeena Paul, Head of the Department of History, gave the welcome address. As a person with strong feminist perspective, she enthusiastically supported the cause and motivated the girl students to be strong and ambitious.

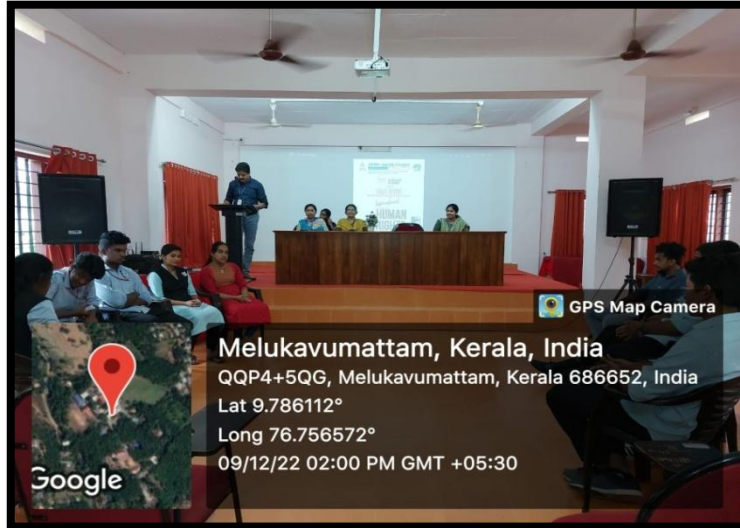
Dr. Girish Kumar G S, principal of Henry Baker College, delivered the presidential address. He, too emphasised the need of understanding and being aware of our rights Ms. Lakshmi S, Assistant Professor was the moderator of the talk show, who handled the session very actively. About 15 students participated in the show. Each one gave their viewpoints about how violations and violence happen to women. They were having strong opinions about the happenings to women in Indian society. They also proposed several measures to empower women. Even the audience too had their opinions and participated actively in the talk show.

As a token of appreciation for their efforts, Paul Mathew, Assistant Professor, Department of English, handed each participant a modest gift. The show came to end by 3.30 pm with the concluding remarks by the moderator.

### **Outcome**

As a new experience, students without hesitation came forward to express their views on human rights violations as well as how women rights are violated. They could identify many issues related to women and suggestions were proposed to overcome the problem.





Midhila (MA Student)



Sangeeth Sivan(BA Student)

**5.**

**Programme: VIVA KERALAM-Free Haemoglobin Check-up for Girls**

**Date: 20-02-2023**

**Organized by: Henry Baker College in association with Community Health Centre, Edamaruk**

Objective- To check out the HB level and provide special health service to the needy.

To provide awareness to girl students on various health issues related to Anaemia.

Henry Baker College in association with CHC Edamaruk organised an awareness talk on health and hygiene on 20/2/2023. A free haemoglobin check up was also arranged along with that. It was exclusively for the girl students and women faculty of the institution. The programme started at 10.15 am with the introductory remarks of the Principal. Dr. Beena Paul, Convenor, Gender Justice Forum welcomed the gathering. Dr.Sarala A.C Medical Officer ,CHC Edamaruk gave a talk on Anaemia and its after effects. Her talk emphasized the need for blood check up and maintaining a healthy life. She also provided valuable insights on how to maintain normal HB level. Mrs. Elizabeth Joseph, Coordinator, Women's Cell proposed the vote of thanks.

After the formal function there was a spot registration in which the names and addresses of girl students were registered. The students from various departments were asked to queue up for the check up. Then nursing staff under the leadership of Dr. Sarala examined the HB level of the girls and explained whether they are healthy or not. A total of 12 students were identified as having low HB level and they were advised to take certain food items that increase the HB level. They were also referred to the health centre or other medical centres for further need. Thus an effective follow up was done for the anaemic persons. The free HB check up camp was a huge success.

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**HENRY BAKER COLLEGE MELUKAVU**  
 In Association With  
**COMMUNITY HEALTH CENTRE EDAMARUKU**

**വീവ കേരളം**  
**വിളർച്ചയിൽ നിന്ന് വളർച്ചയിലേക്ക്**  
**"From Anemia to Growth"**  
 (An initiative of the Government of Kerala)

**FREE HAEMOGLOBIN CHECK-UP FOR GIRLS**

**INAUGURATION**  
 Dr. Gireesh Kumar G. S.  
 Principal

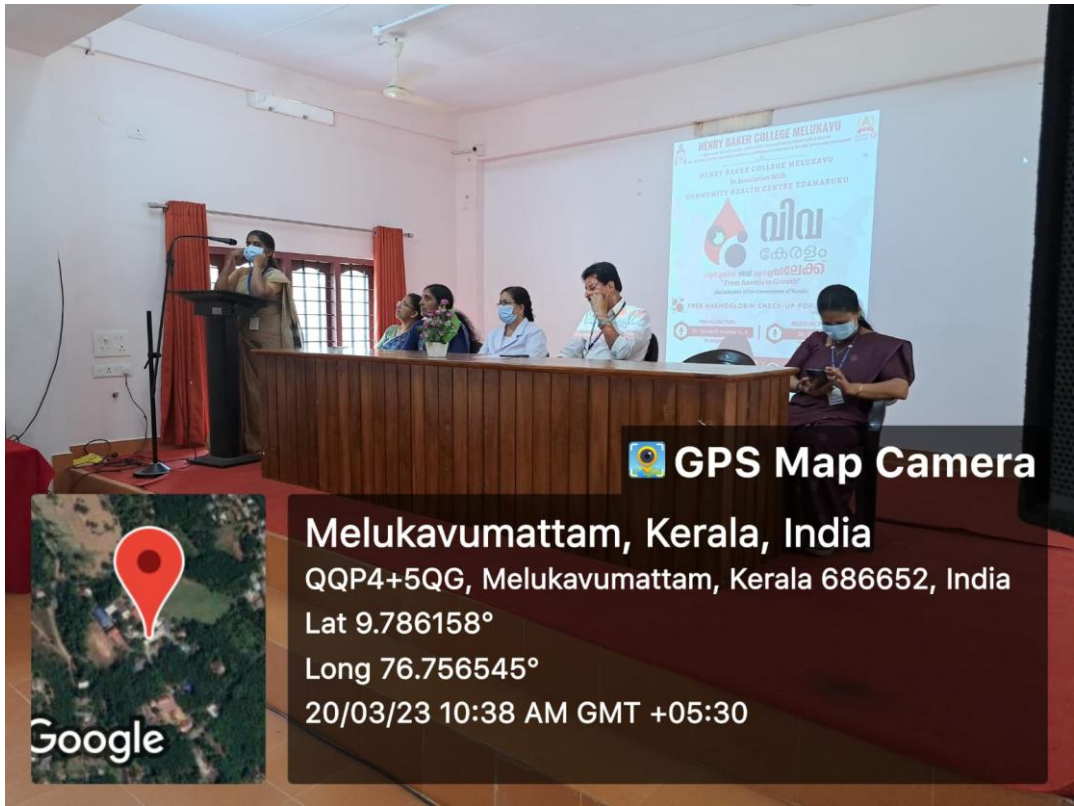
**RESOURCE PERSON**  
 Dr. Sarala A. C.  
 Medical Officer  
 CHC Edamaruku

**20-03-2023**  
**MONDAY**  
**SEMINAR HALL**

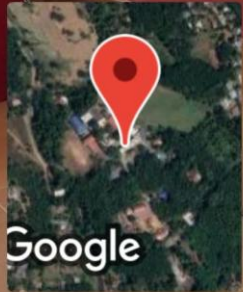
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കേരള സർക്കാർ ആരോഗ്യ കുടുംബ ക്ഷേമ വകുപ്പ്  
 ദേശീയ ആരോഗ്യ ദാതൃം

Program Coordinated by Women's Cell and Gender Justice Forum



**GPS Map Camera**



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Outcome-All the girl students were aware of their HB level.

Awareness was created on healthy life style and self care.

12 students with low HB level were referred to the Health centre where they can avail free medicines and tonics to increase HB.

As part of the VIVA Keralam project, in association with CHC Edamarukku, 169 girl students of Henry Baker College, Melukavu underwent Haemoglobin test. Haemoglobin level of 12 students were below 12. As per the directions from CHC Edamaruku, they were directed for further check up.

Following students with low HB were send for further consultation:


1. SijiElizabeth Sunny- 5
2. FathimaYakkob – 7.9
3. Bincy Binoy-9.4
4. Asmi Ismail-9.7
5. Anjana Ajith-9.8
6. Nancy K. Michael-9.2
7. GayathriPremkumar -9.9
8. Josna Johnson-9.8
9. Sandra Shaji-9.3
10. Asna. K. Ajas-9.2
11. NeenuJohny- 8
12. Emil Theresa Joy- 7.1

**6.**


**Programme: International Women’s Day: Self Defence Classes for Girl Students Date: 08-03-2023**

**Organized by: NSS Unit, Henry Baker College**

As part of commemorating International Women’s day, the NSS unit of Henry Baker college organized Self Defence classes for girl students. The inauguration ceremony of the same was held on 8/3/2023 at 1.30 pm in the Seminar hall. Principal Dr. G.S Gireesh Kumar inaugurated the programme. The classes were taken by Ms. Meenakshi V M and Ms. Aksamol K B of II B. A. English. Meenakshi V. M is our volunteer secretary and Aksamol K. B. was one of our active volunteers. Both are Karate masters also. The prime objective of the programme was to empower the girl students by equipping some defence skills and life skills. These classes helped the students to instill self- confidence and enabled them to defend against any physical assault. It is equally important for the students to learn to resist physical violence along with polishing their academic caliber. 30 students attended the programme. After the inaugural day, self defence classes were conducted for three days for interested students.




**HOW TO DEFEND YOURSELF ?**




**TRAINERS**  
**Meenakshi V. M. ( II BA English )**  
**Aksamol K. B. ( II BA English )**

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**08 - 03 - 2023**  
**01: 30 PM**



**SEMINAR HALL**

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**CO-ORDINATORS**  
**Dr. Ansa Andrews | Dr. Jibin Mathew**  
**NSS Program Officers**

**HAPPY INTERNATIONAL WOMEN'S DAY**

**NATIONAL SERVICE SCHEME Organises**

**WOMEN'S SELF DEFENCE CLASSES**

**INAUGURATION**



**Dr. Gireesh Kumar G. S.**  
**Principal**

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**EMPOWERED RESISTANT COURAGEOUS**

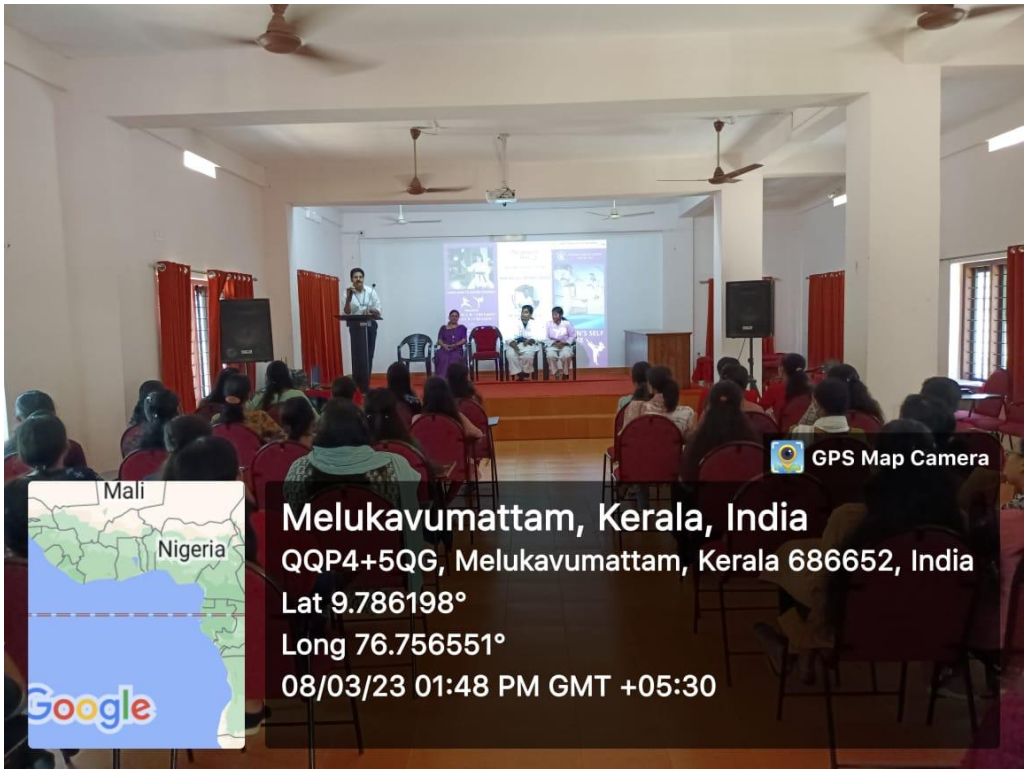


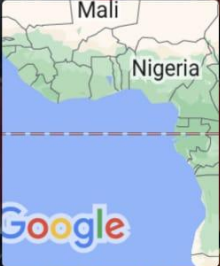
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**NATIONAL SERVICE SCHEME**  
**UNIT NO. 054**



**WOMEN'S SELF DEFENCE CLASSES**

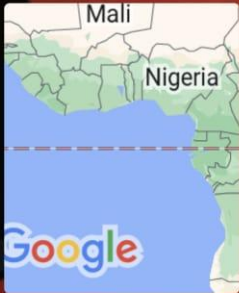
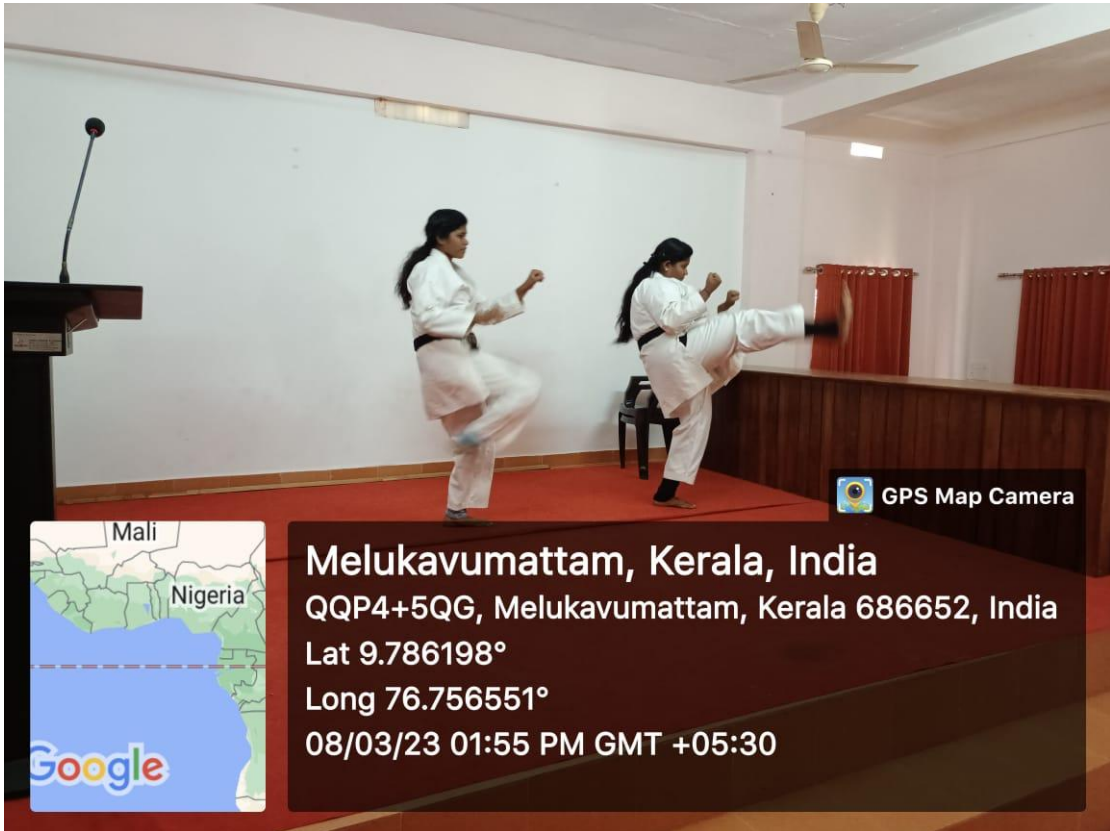





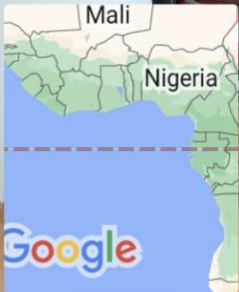
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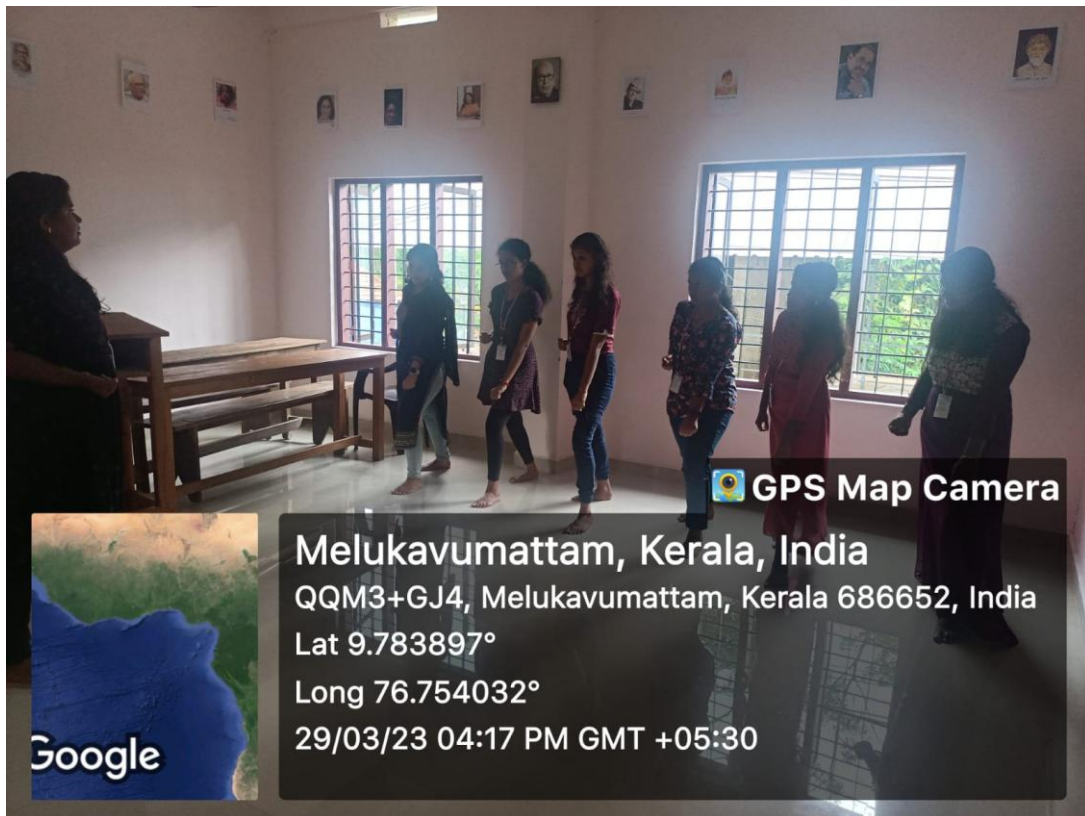
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📍 GPS Map Camera

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Google

7.

**Programme: International Women's Day Celebrations**

**Date: 08-03-2023**

**Organized by: Women's Cell, Henry Baker College**

Objectives-

To express gratitude towards women's contribution to our lives and society and honour them.

To uphold women's achievements and to promote gender equality



International Women's Day was celebrated with much pomp and vigour on 8<sup>th</sup> March 2023. The programme titled Shukriya aimed at recognizing and honouring the significance, status and dignity of women in various fields. The programme started with seeking the blessings of God. Mrs. Elizabeth Joseph, Coordinator, Women's Cell extended a cordial welcome to the gathering. Principal, Dr. G. S. Gireesh Kumar addressed the gathering and encouraged all women to keep excelling consistently. He shared his opinion that achieving gender equality and empowering all women and girls is very significant as it ensures an inclusive and quality education for all. Girl students and women staff wore purple coloured outfits which was the colour code selected for the year 2022. After the inaugural session we honoured all the women staff of our institution. We saluted their relentless efforts in all walks of life.





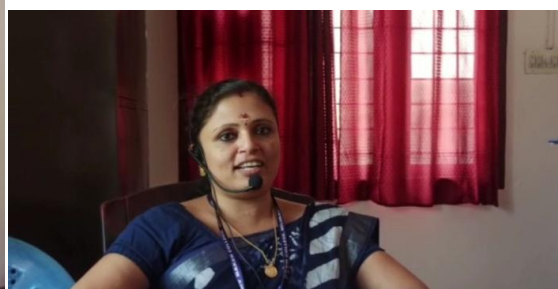
The students attached thank you notes to the women who influenced them the most. Sticky notes were affixed beautifully on a huge board on which an outline of a woman was drawn. The board was adorned with sticky notes of different hues and it contained words of gratitude to the women who inspired them. The programme was colourful and thoughtful.





The students, teaching and non teaching staff paid their tribute to all the incredible women over the world. Hand holding placards were used to spread warm wishes on women's day. The placards carried inspirational quotes on womanhood. A video was created by the students in

which the girl students,teaching and non teaching staff participated enthusiastically. It was circulated through students' whatsappgroups . The event was thought provoking.



Outcome-Celebrated the day by paying homage to all women who are incredible.

8.

**Programme: Manuscript Magazine Launch**

**Date: 31-03-2023**

**Organized by: Women's Cell, Henry Baker College**

Objectives-To provide opportunity to the students for self expression in written form

To develop and cultivate a literary taste and creativity in students

Women's Cell and Gender Justice Forum jointly took initiative on publishing a manuscript magazine titled Srishti. Volume 1 was entitled as Penma. The magazine reflected the artistic flair and creativity of the students. It included drawings, paintings, essays, quotes, short stories and poems related to the topic Women. Students wholeheartedly took efforts in publishing the magazine. The first edition of magazine was released on 31/3/2023 by Principal Dr. G. S. Greesh Kumar. Mrs. Elizabeth Joseph, Coordinator, Women's Cell welcomed the gathering. The Principal released the magazine by handing over it to Karthika Das, Student Coordinator, Women's Cell. The principal praised and congratulated the magazine committee for the efforts taken in bringing out the magazine.

Outcome-Inspired the budding and talented writers to write creatively.

Developed the power of thinking and strengthened their imagination

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**Magazine Launch**

**പെന്മാ**

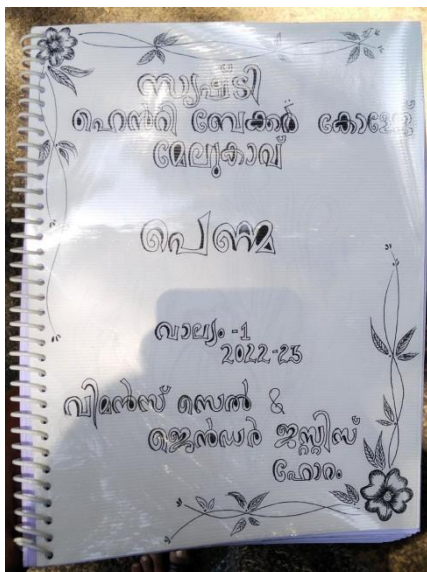
Manuscript Magazine.  
An initiative of  
Aenika-Women's Cell  
& Gender Justice Forum

**Dr. Gireesh Kumar G. S**  
Principal

31/03/2023  
@1.00pm

In front of the B. Voc  
Department

*Hearty Welcome*



9.

**Programme: State Level NSS Volunteer Leadership Camp “Yuvatha-2033”**

**Date: 17.05.2023 to 19.05.2023**

**Promoted by: NSS Unit, Henry Baker College**

HibaFathima (I B. A English) has participated in State Level NSS Volunteer Leadership Camp “Yuvatha-2033” organized by National Service Scheme unit of Bharata Mata College, Thrikkakkara, Kochi supported by M G University NSS Cell which was held at Bharata Mata College, Thrikkakkara from 17.05.2023 to 19.05.2023.



**PRINCIPAL**  
**HENRY BAKER COLLEGE**  
**MELUKAVU**

