



CRITERIA-7
7.1: Institutional Values and Best Practices.

7.1.1: Measures for the Promotion of Gender Equity.

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INTRODUCTION

The college has actively promoted gender equity and sensitization through various measures and initiatives over the past five years. According to the student data, 62% of the students on campus are women, with 90% belonging to backward minority communities. These statistics emphasize the Institution's responsibility to address the unique challenges faced by female students from marginalized backgrounds.

STUDENT STATISTICS					
Sl. No	Academic Year	Male	Female	Total	Percentage of Female students
1	2017-18	563	840	1403	59.87
2	2018-19	618	891	1509	59.045
3	2019-20	684	977	1661	58.81
4	2020-21	718	1099	1817	60.48
5	2021-22	748	1185	1933	61.303
Total		3331	4992	8323	59.98%

The college provides sufficient basic facilities to meet the needs of women on campus. The college has a Women's hostel capable of accommodating 100 students. Every academic year, Institution ensures the availability of well-maintained washrooms, restrooms, hygienic food facilities, and other essential amenities. At the end of the academic year, a gender audit is conducted to assess the facilities, issues reported and to evaluate the gender-related programmes conducted.

The College has a Women cell and Internal Complaint Committee (ICC) to conduct gender awareness programmes and to prevent all types of harassment against women. At the end of the academic year, a gender audit is conducted which involves a comprehensive assessment of various areas to identify and address gender disparities, discrimination, and inequalities. The aim is to promote gender equality and create an inclusive and supportive environment for all students and staff.

The Institution organizes Arts and Sports Events and encourages and ensures the participation of female students. These competitions provide a platform for women to express

themselves creatively and gain recognition for their skills. Also, many female students have glorious achievements in such activities.

WOMEN CELL & INTERNAL COMPLAINT COMMITTEE (ICC)

A Women cell is functioning on the Campus to promote gender equity and empowerment and educate students on the various aspects of Gender parity. The Women Cell comprises a lady faculty member as the convenor and representatives from the student body, teaching staff, and non-teaching staff.

The primary objectives of Women Cell are the following.

- ✓ The Women Cell fosters a gender-equal campus environment, providing all students equal opportunities.
- ✓ The Cell actively works to prevent and address gender-based harassment, ensuring a safe and supportive campus for female students.
- ✓ Conduct awareness programs and sensitization sessions to educate the campus community about gender issues, stereotypes, and biases.
- ✓ Provide support and guidance to female students, assisting them in overcoming challenges and achieving their academic and personal goals.
- ✓ Policy Development on gender parity, ensuring that institutional frameworks prioritize gender equity.

The Internal Complaint Committee (ICC) is functioning in the college since 27-10-2021. The committee is intended for the prevention, Prohibition, and redressal of Sexual harassment of women employees and students of higher education institutions. The ICC provides a platform for students to report incidents of gender-based harassment and ensures timely redressal of complaints. By implementing this mechanism, the Institution creates a safe and secure environment for women on campus.

Link for Women Cell Annual Reports:

<https://wmocollege.ac.in/women-cell-report>

Link to Gender Audit Reports:

<https://wmocollege.ac.in/gender-audit-report>

Link to Gender Audit Reports:

<https://wmocollege.ac.in/internal-complaints-committee-icc>

SPECIFIC FACILITIES FOR WOMEN STUDENTS

- ✓ Security personnel, round-the clock, and a well gated campus.
- ✓ Clean and separate washroom facilities.
- ✓ Incinerators are provided in toilet blocks and Hostels.
- ✓ Women's Hostel.
- ✓ Drinking water and WIFI facilities in the campus and in the Ladies hostel.
- ✓ Day care center.
- ✓ Counseling center.
- ✓ Mentoring system.
- ✓ Sanitary napkins in Cooperative store and in honesty shops in departments.
- ✓ First aid kits in departments.
- ✓ Fire extinguishing systems.
- ✓ CCTV Surveillance.
- ✓ Gymnasium.
- ✓ Playground.



Fig-1: Well gated campus, with round-the clock Security.



Fig-2: Ladies Hostel



Fig-3: Ladies Hostel Images (1)



Fig-3: Ladies Hostel Images (2)



Fig-3: Ladies Hostel Images (3)



Fig-4: Drinking Water Facility



Fig-5: Inclinators



Fig-6: Store and Reprographic Centre (1)



Fig-6: Store and Reprographic Centre (2)

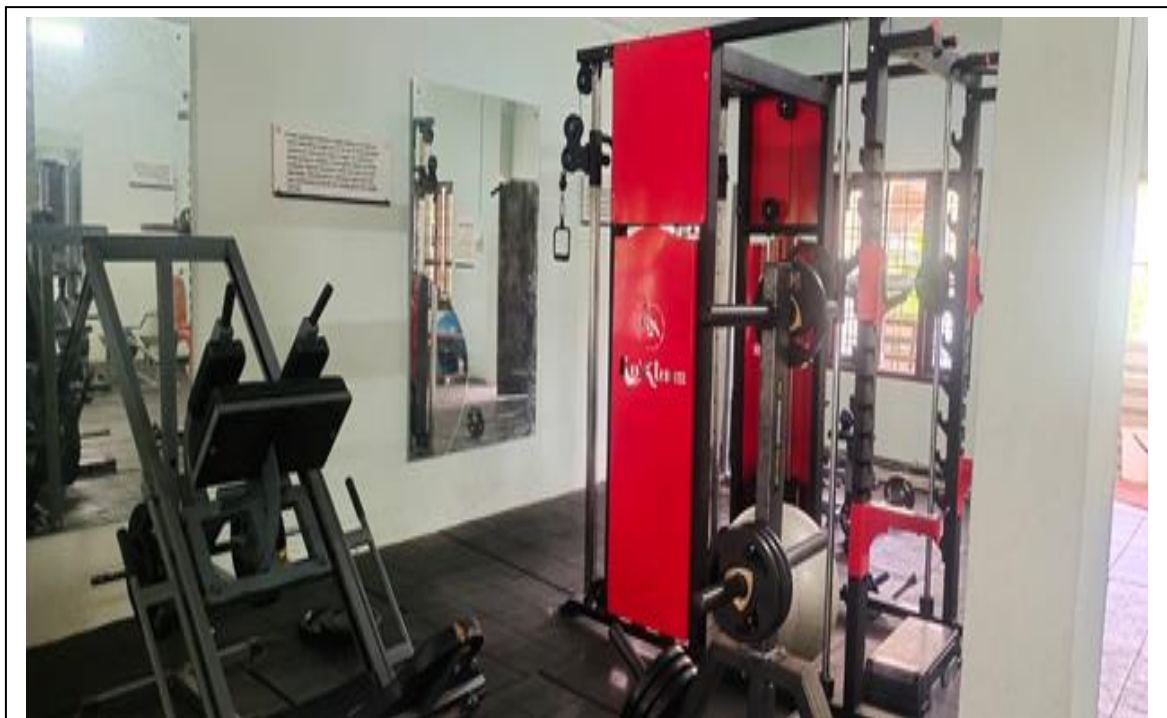


Fig-7: Gymnasium (1)



Fig-7: Gymnasium (2)



Fig-7: Gymnasium (3)



Fig-8: Toilet Facilities



Fig-9: Common Rooms



Fig-10: Wi-Fi Connectivity



Fig-11: Day Care Centre



Fig-12: Play Grounds



Fig-13: Wu-shu Training



Fig-14: Fencing Team.

**PROGRAMMES TO PROMOTE GENDER
PARITY**

The institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities and facilities for women on campus.

2021-2022

1. MEET A WOMEN ENTREPRENEUR

Women Cell conducted a women entrepreneur development programme, “Meet a Woman Entrepreneur” on 26-08-2022 for girl students to develop their entrepreneurial skills and to motivate them to begin their own businesses. The session was inaugurated and led by Ms. Lilly Mathew (MD, Lilly Farms, Mananthavady).



2. SEMINAR ON “ADORN YOUR PERSONALITY”

Women Cell & Kerala State Women Development Corporation (KSWDC) jointly organized a seminar on “Adorn your personality” on 25/11/2021. Mr. Shanavas A K (Life coach & Motivation speaker) was the resource person. 50 Students participated.



3. WEBINAR ON "HEALTHY FAMILY "

Women Cell and Dept. of Commerce (SF) jointly Conducted a Webinar on the zoom platform on" Healthy family "The resource person was Sr. Hussain Cheruthuruthi (Director Wellness Foundation, Trissur) 76 students participated.



4. SEMINAR ON MORAL, CULTURAL, AND SOCIAL VALUES IN FAMILY

Women Cell & KSWDC conducted a seminar on Moral, cultural, and social values in family on 13/12/2022. The resource person was Ms. Zoya Nazer.99 students participated.





5. WEBINAR ON PRE-MARITAL COUNSELLING

Women Cell conducted a webinar on pre-marital counselling and Advocate M S. Thara (Member of Kerala Vanitha Commission), inaugurated the program and Dr. M M Basheer (Rtd. DMO) led the class.

(<https://meet.google.com/wzk-obqr-wuw>)



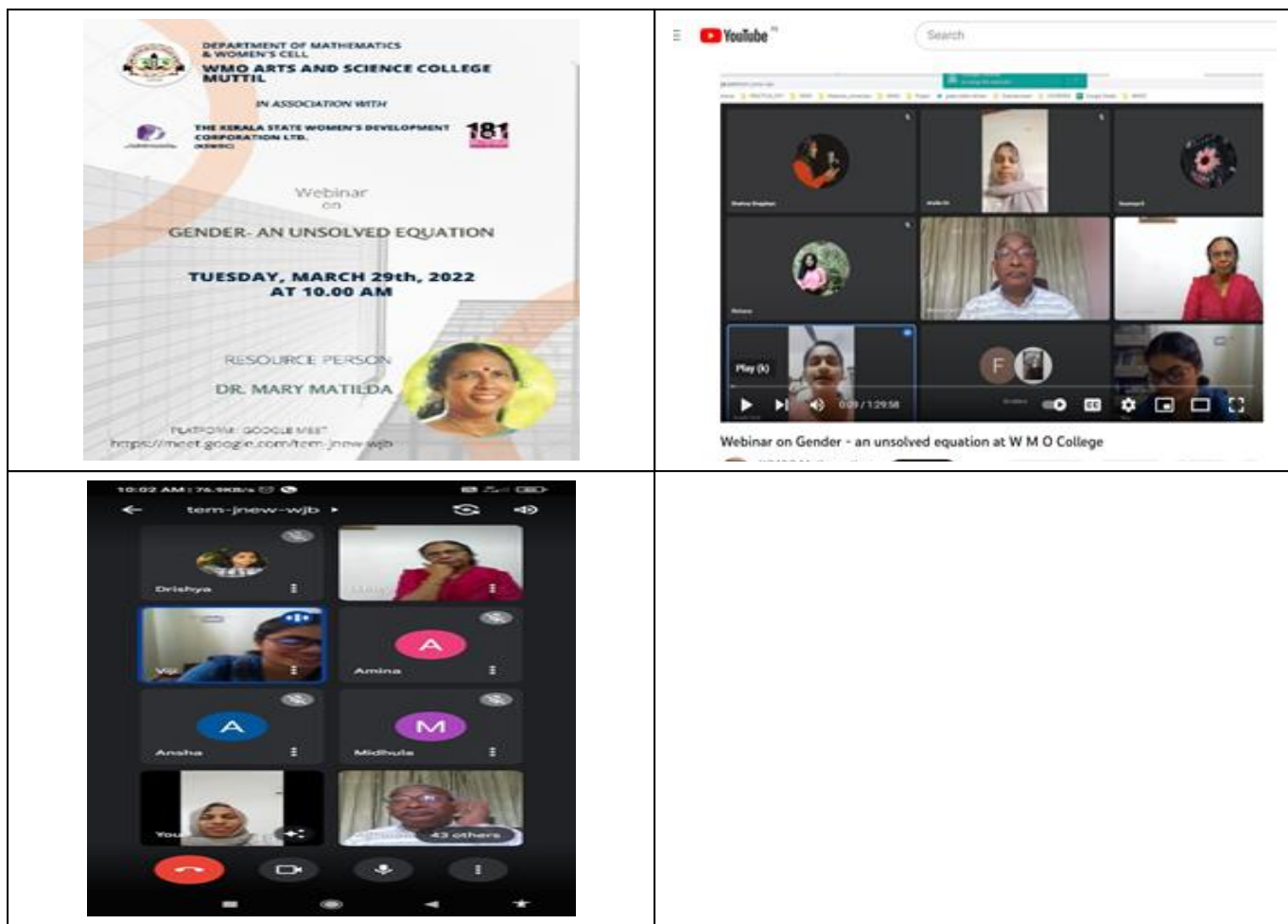
6. INTERNATIONAL WOMEN'S DAY

Women Cell celebrated International Women's Day on 08/03/2022. The program was inaugurated by Ms. Ushakumari (Inspector of Police, Women Cell Wayanad) and Ms. Jameela. M (Rtd, Child Welfare Officer & Writer) delivered a talk. 136 students participated.



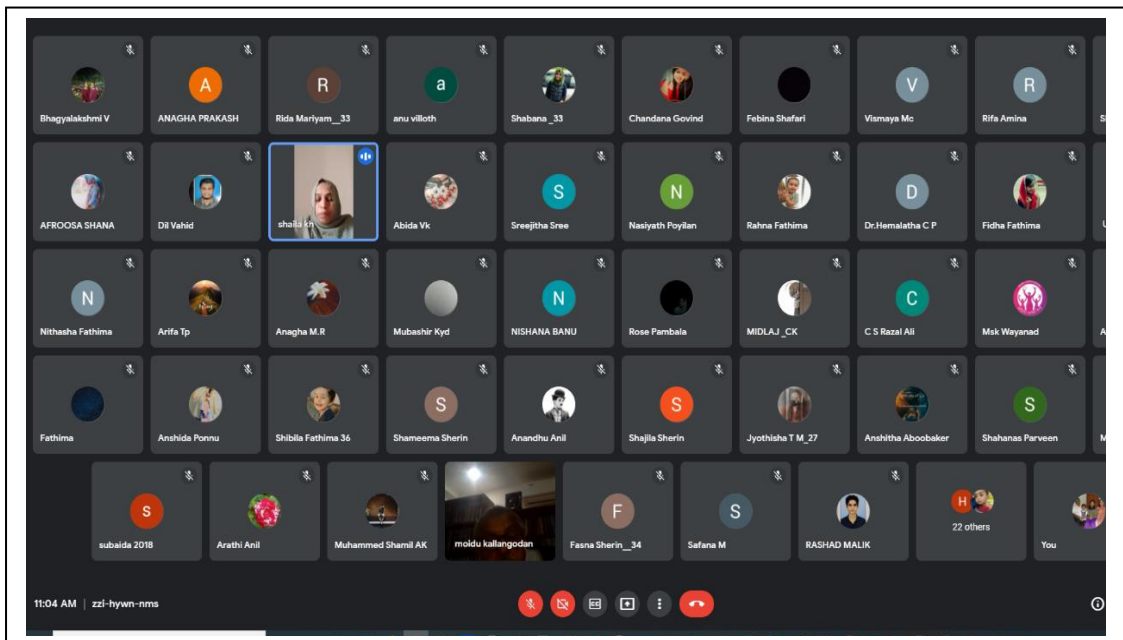
7. WEBINAR ON “GENDER AN UNSOLVED EQUATION”

Women Cell, KSWDC & Dept. of Mathematics jointly organised a Webinar on “Gender- An unsolved equation”. The resource person was Dr. Mary Matilda (Special Grade Principal(Rtd.) Maharajas College, Ernakulum. 75 students participated.



8. ONLINE AWARENESS CLASS ON GENDER SENSITIZATION

Women Cell & Women Child Development office, Wayanad jointly organized an online awareness class on gender sensitization on 11/09/2021, through Google Meet platform. Ms. Usha Kumari, Circle Inspector of Women Cell, Kalpetta, inaugurated the program. Adv. Babitha. G and Adv. K. Moidu, Convenor, College Management Committee interacted with the students.



9. WEBINAR ON' WOMEN IDENTITY, PROTECTION & RIGHTS'

Women cell conducted a webinar on' Women identity, protection & rights'. The resource person was Adv. Babitha. G, ON 08/02/2022. 45 students participated.

(<https://meet.google.com/oxp-ecig-qob>)



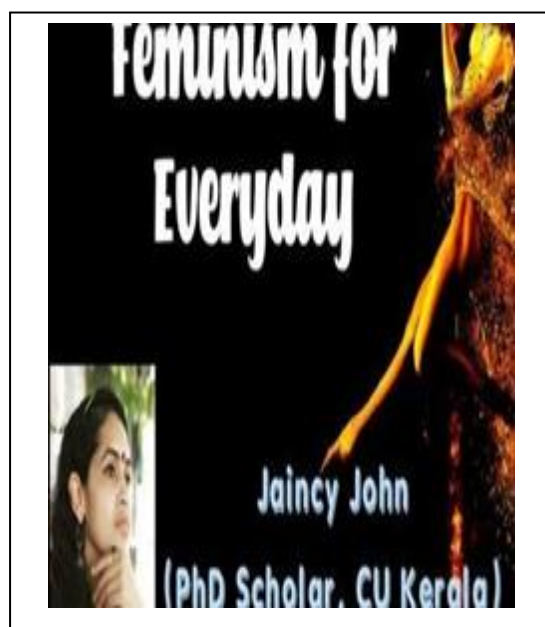
10. INTERDEPARTMENTAL DEBATE COMPETITION

The department of physics conducted an inter department debate competition on 29/08/2022 as part of Azadi Ka Amrit Mahotsav. The topic for the debate was “അച്ചൻ തേങ്ങ പഠിക്കട്ടെ, അമ്മ തേങ്ങാ ചമ്മന്തി ഉണ്ടാക്കട്ടെ” Mr. Nithin Soman was the moderator and Ms. Rija Rappayi, faculty, dept. of Social work and Mr. Madhusoodanan , faculty, dept. of Statistics were the judges.



11. NATIONAL WEBINAR ON FEMINISM FOR EVERYDAY

The Department of English organized a National Webinar on “Feminism for Every Day”. Talk delivered by Jancy John, Ph.D. Scholar, CU Kerala.



12. FILM FESTIVAL CHAYAM 2022

Mass communication Department in association with the Social Work Department powered by Woman Cell, WMO College conducted a two-day Film Festival on 8th and 9th March 2022, in connection with International Women's Day, screening Classic movies on three different screens at the same time followed by an open forum on the movie showcased.



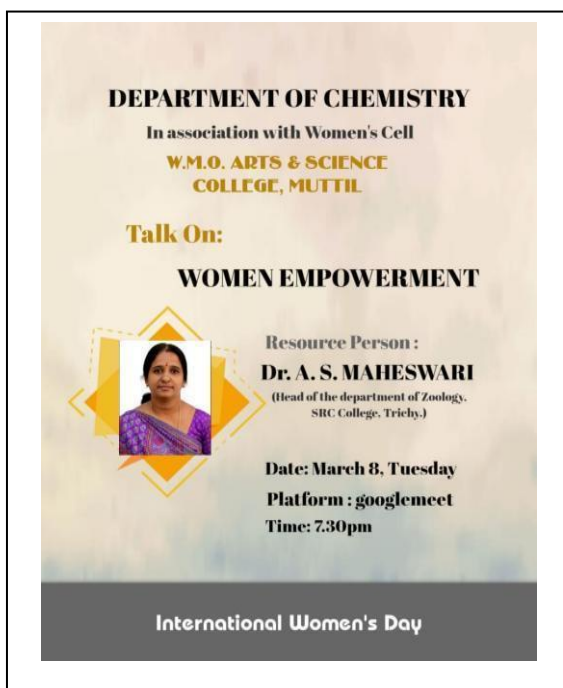
13. MUNDITES

Students of the Social Work Department conducted a programme named Mundites on 27 August 2022 at Shreepuram Anganavadi. The programme aimed at promoting sustainable methods in menstrual hygiene management. The awareness programme was conducted regarding the benefits of replacing sanitary pads with eco-friendly menstrual products.



14. INVITED TALK ON WOMEN EMPOWERMENT

The Department of Chemistry organized a talk on Women Empowerment on March 8 as a part of the International Women's Day celebration. The Resource Person was Dr. A.S. Maheswari (Head, Department of Zoology). The theme of the day was "Gender equality today for a sustainable tomorrow". 30 students participated.



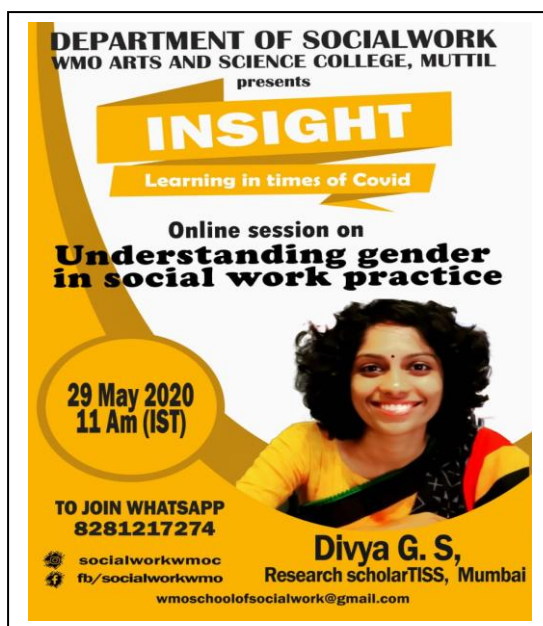
15. SEXUAL EXPLOITATION TOWARDS BOYS

An awareness camp on sexual exploitation towards boys was held on 06/07/2022. The session was conducted by Equations, a Bangalore-based NGO.



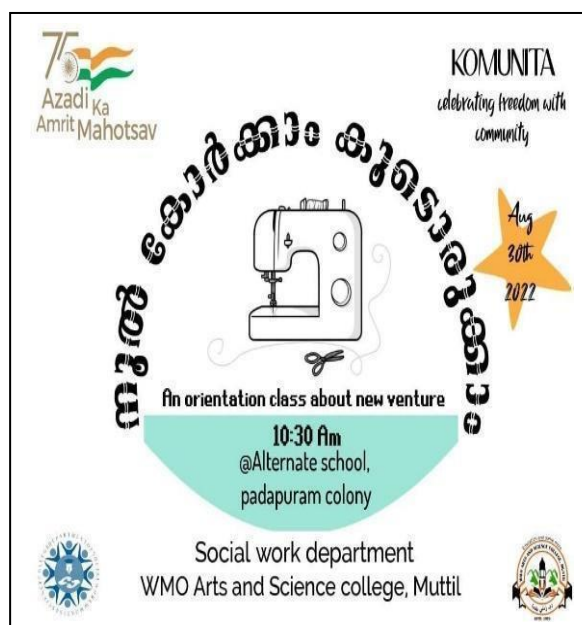
16. UNDERSTANDING GENDER IN SOCIAL WORK PRACTICE

The Department of Social Work organized an online session on "Understanding gender in social work practice" on May 29, 2020, at 11.00 AM. The session was led by Ms. Divya G. S, Research Scholar, TISS, Mumbai.



17. 'NOOL KORKKAM KOODORUKKAN'

An orientation class about starting a new venture was conducted on 30th August 2022 for dropout students and women in the tribal community in Padapuram colony at Puzhamudi under the Kalpetta Municipality. As a part of the programme, a tailoring initiative among the Padapuram tribal community was started with the help of Kudumbashree, with the intention of providing an income source for those who were not able to complete their studies.



1. A TALK ON WOMEN IN SCIENCE

The Department of Physics conducted a talk on “Women in Science” by Dr. Reshmi Lekshmi, as part of lecture series conducted in the department on 20-06-20 from 10.30 AM to 11.30 AM.



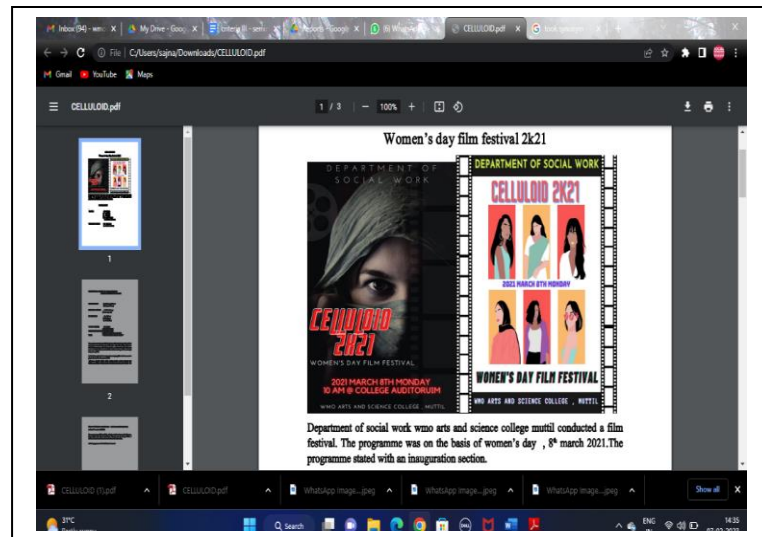
2. NATIONAL GIRL CHILD DAY

The Department of Social Work conducted various programmes as a part of National Girl Child Day on 24th January 2021. Assistant Collector of Wayanad District, Dr. Balprit Singh inaugurated the programmes. It was conducted in collaboration with WCD Department, Wayanad. Social work students conducted flash mobs and awareness using IEC materials like placards etc. The programmes mainly focused on girl education, equality in opportunities, nutrition, and other related aspects.



3. CELLULOID

The Department of social work conducted a programme named Celluloid on 8th March 2021. The programmes included a Film festival and Awareness campaign on Women's Protection. Adv. Glori George was the resource person. 268 members participated in the programme. She interacted with the students on the topic of "Women's Rights and Gender Equality". Two films, 'Aruvi' and 'Water' were exhibited in the film festival and a discussion was conducted afterwards.



4. PANEL DISCUSSION (UG STUDENTS)

Final year Undergraduate students in the Department of English (2019-23 batches) conducted a Panel Discussion on LGBTQ. Students involved in the discussion to enrich their gender awareness and identity in a multicultural society. All the panel members presented their arguments on LGBTQ community and there was a fruitful discussion among students in order to highlight the strategies for protecting deprived gender identities in society. Number of participants: 40



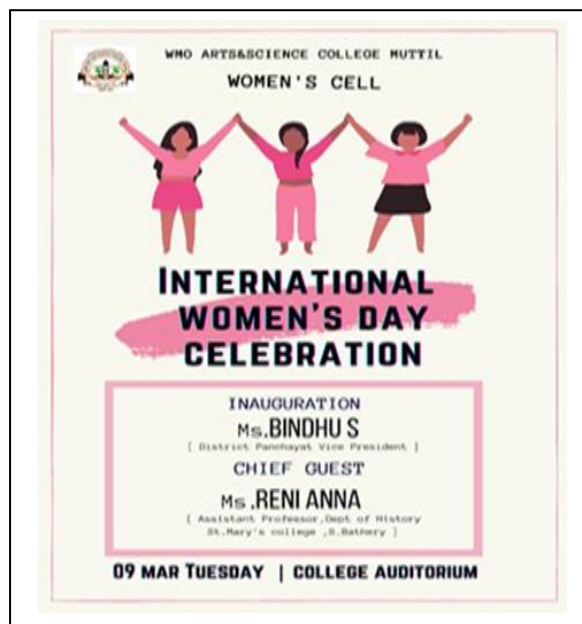
5. WOMEN CELL INAUGURATION

Women's Cell Inauguration was conducted on 27-02-2021- Saturday through Google Meet.



6. INTERNATIONAL WOMEN'S DAY CELEBRATION

Women Cell celebrated International Women's Day on 09/03/2020. The Resource Persons were Ms. Bindu .S (District Panjayath Vice President) Ms. Reni Anna (Asst. professor. Dept. of History, St. Mary's College, Sulthan Bathery).



7. MOTHER'S DAY CELEBRATION

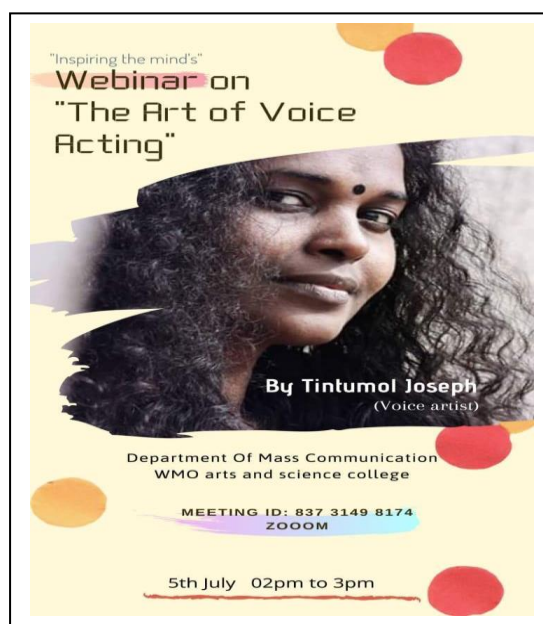
National Cadet Corps (NCC) celebrated Mother's Day on 09/05/2021. Conducted Letter-writing and Drawing competitions for students at the college.



8. THE ART OF VOICE ACTING (WEBINAR)

The Department of mass communication in association with INSPIRING THE MINDS conducted a Webinar on "The Art of Voice Acting" by Tintumol Joseph, Voice Artist. She shared memories of her successful journey and her hard work to achieve greater things in life. The session was conducted through the Zoom platform on 5th July 2020 at 2 pm. 65 students participated in the session.

<https://us02web.zoom.us/j/83731498174>



2019-2020

1. RURAL WOMEN'S DAY CELEBRATION

The Department of social work observed Rural Women's Day on October 15th, 2019. Ms. SAYANA (Assistant Professor of Social Work) delivered the welcome speech and Ms. NOORJAHAN K (HOD Department of Social Work) delivered the presidential address. Dr. T P Muhammad Fareed, Principal inaugurated the programme. Mrs. Thankamani and Mrs. Thankamani V (Kudumbasree resource persons) interacted with students and shared their life stories and achievements.



2. WOMEN ENTREPRENEURSHIP PROGRAMME

Women Entrepreneurship Programme for women in the neighbourhood community Aduvadi. The department organized a meeting for women in the neighbourhood community. The meeting decided to form a self-help group. The self-help group was formed with 35 members on 16/10/2019. The department organized a bag-making training program in collaboration with RSETI (Govt. of India). The training programme started on 7th January 2020 for SHG members. After a 13 days training programme, the members of the self-help group arranged an exhibition and sale in the college campus. The program was inaugurated by Principal Dr. T P Muhammad Fareed, and 10 self-help group members turned into entrepreneurs with the support of the Department of social work and college management. On March first, they opened a new bag-making shop near the college campus.



3. INTERNATIONAL GIRL CHILD DAY CELEBRATED

Women Cell celebrated international girl child day and the inauguration of Women Cell activities for the academic year 2019-20 on 11/10/2019 in Seminar Hall Ms. LEELA SANTHOSH (Film Director) inaugurated the program Ms. Sruthi Krishna (Research Scholar) delivered a talk on Women Empowerment.



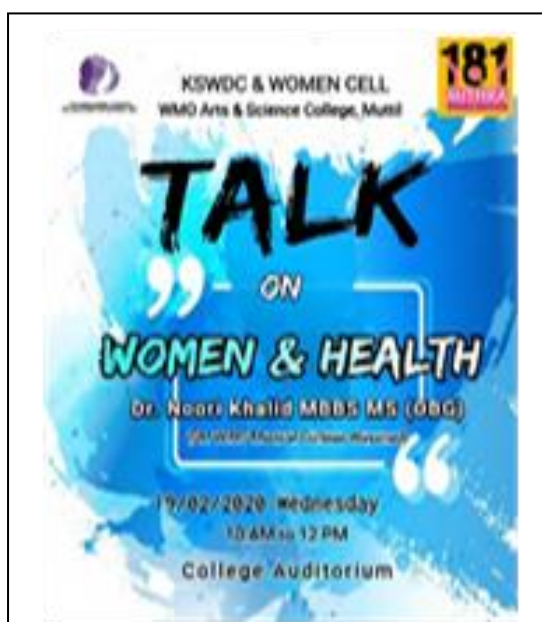
4. CELEBRATING THE WOMANHOOD

Women Cell conducted a Gender Awareness Program “Celebrating the Womanhood” in association with NSS on 23/11/2019 the resource persons were Catherine Elisa John, Riya Esha, and Mansoor Ali. 73 Students participated.



5. SEMINAR ON WOMEN AND HEALTH

Women Cell and KSWDC conducted a seminar on WOMEN and HEALTH. The resource person was Dr. Noori Khalid MBBS, MS (DBG) 120 students participated.



6. SELF-DEFENSE AWARENESS PROGRAMME

Women Cell and KSWDC conducted a self-defence (Police Women Cell) awareness program on 27/02/2020. 48 students participated.



7. SEMINAR ON HEALTHY RELATIONSHIP AND SOCIAL SKILL DEVELOPMENT

Women Cell and KSWDC conducted a seminar on Healthy Relationships and Social Skill Development on 04/03/2020 the resource person was Mr. Kurian Jose. 90 students participated.



8. JUSTICE FOR VALAYAR SISTERS: STUDENTS UNITE

The postgraduate students of WMO Arts and Science College organized a procession demanding justice for the Valayar sisters on November 1, 2019. The participants wore blindfolds while carrying placards advocating for justice. The procession aimed to draw attention to the recent developments in the Valayar sister's case and to emphasize the urgent need for justice to be served. Students pointed out the importance of collective action and the responsibility of society to stand against such atrocities.



9. SEMINAR ON TIME AND STRESS MANAGEMENT

Women Cell and KSWDC conducted a seminar on Time and Stress management on 10/01/2020. The resource person was Mr. ALBIN JOHN (Senior Faculty RESET) 83 students participated.



2018-2019

1. RANTAL CLUB

The Rantal Club by the Department of Social Work aims at introducing unknown, unseen, and unnoticed personalities, events, organizations, books, and films in the college. Rantal Club was inaugurated by the college principal Dr. T P Muhammed Fareed on 15 October 2018. On the same day the department organized 'Meet the Personality' an interaction with Ms. Nasmina Nasar founded i-lab and is a solo woman traveller.



2. INTERNATIONAL GIRL CHILD DAY CELEBRATION

Celebrated International Girl child day and the inauguration of Women's Cell activities on 11/10/2018 in Seminar Hall Dr. Alice inaugurated the program and gave an awareness program on Health and Hygiene. 90 Students participated.



3. INTERNATIONAL WOMEN'S DAY CELEBRATION

Women Cell celebrated International Women's Day on 08.03.2019. The Programme was inaugurated by Ms. Jaseela KT (Civil Police Officer). Ms. Praveena Vasanth (Solo Rider) was the Chief Guest. 109 Students participated.



4. PENNORUKKAM

Women Cell organized Media Workshop "Pennorukkam" on 20.05.2019. The Programme was Inaugurated by Ms. Raji (Senior Journalist, Malayala Manorama) Ms. Joysi Joseph was also a resource person. 34 Students participated in different colleges.





5. INTERACTION SESSION

The Department of English conducted an interaction with Leela, the film director to enhance the movie-making experience of an Adivasi woman, who tackled the challenges to showcase the different scenarios of Karinthandan. It helped students to understand human effort and hardship. The programme was 10th July 2018.



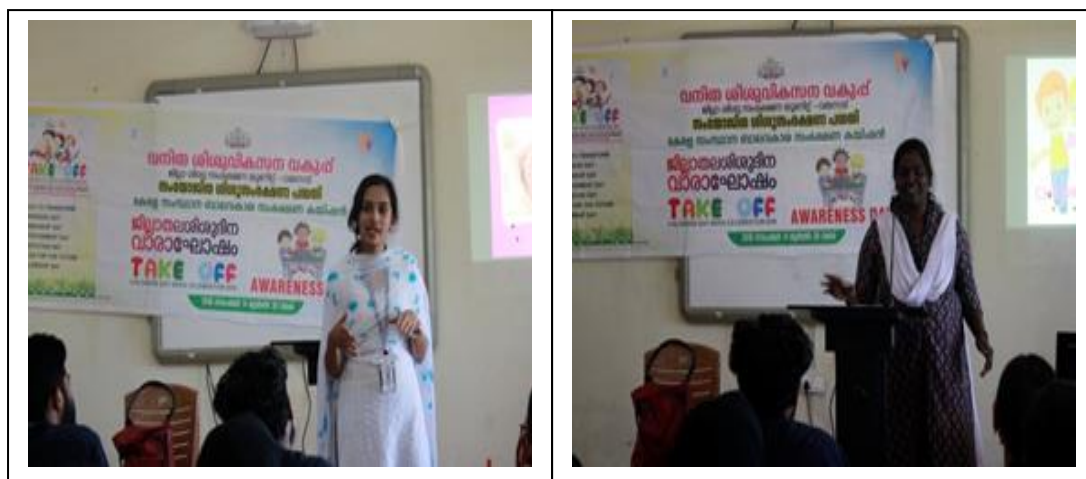
6. AWARENESS TALK

Women Cell and Women & Child Development department conducted a talk on 31. January 2019. the Topic was “Kerala Women in Past and Present”. Ms. Asiya Teacher (GHSS Panamkandy) handled the Session. Presiding over the function was Dr. Muhammed Fareed, TP, and Principal. Mr. Sisily (Child Officer, Muttill Panchayath), and Mr. Krishna Kumar (Chairman, Standing Committee, Muttill Grama Panchayath) offered Felicitations to the Programme. 55 Students participated. Ms. Shaila KH welcomed the gathering Ms. Ajmila proposed the vote of thanks.



7. CHILDRENS DAY WEEK CELEBRATION

Department of Social Work in Association with the Department of Woman and Child Development. District Child Protection Unit, Wayanad under the integrated child protection scheme, Child Rights and Protection Commission, Govt. Of Kerala conducted District Level Children’s Day Celebration and awareness programme titled TAKE OFF on 14th and 20th November 2018 at WMO College, Muttill.



8. TRANSGENDER WELFARE AWARENESS PROGRAMME

Department of Social Work in association with Government of Kerala Social Justice Department organized an Awareness programme on *Transgender Welfare* for Higher Secondary and College Students on 22nd February 2019 at the WMO College auditorium. Students from various Higher Secondary Schools and Colleges participated in the programme. The programme intended to alter youth's perception on Transgender Community and to help them understand the ways to serve them.



1. NEERMATHALAM- PENKUTTAM

Department had conducted Four Days residential camp for degree female students at college from 17th to 20th April 2017. The camp aimed at enhancing the personality aspects and life skills of the students. Students of 8 different institutions from Wayanad, Calicut and Malappuram districts participated in the camp. Different sessions on personality development, career development, and women empowerment were dealt by different faculties.

2. INAUGURATION OF WOMEN CELL ACTIVITIES 2017-18.

The activities of the Women's Cell for the academic year 2017-18 were inaugurated on 5th December 2017 by Prof. Thara S Philip, an Associate Professor of Malayalam (Rtd) at St. Mary's College, S. Bathery. The inauguration event featured a talk on "Female Individuality" by Prof. Thara S Philip. The event witnessed a total of 181 participants, including both students and staff members. Presiding over the function was Dr Muhammed Fareed, TP, Principal. As part of the event, prizes were distributed to the winners of the examination conducted by the Women's Cell in collaboration with the National Commission for Women (NCW) on Women Empowerment. Dr Viji Paul, Ms. Noorjahan, Ms. Akhina Prasad, and Ms. CK Beyathumma gave felicitation talks at the programme. Dr Hemalatha welcomed the gathering, and Ms. Nidhisha V delivered the vote of thanks.



3. WOMEN'S DAY CELEBRATION ON 08-03-2018 WITH STUDENT'S UNION.

The College Union celebrated Women's Day on 8th March 2018, honouring women who had made their mark in diverse fields and achieved remarkable success. Among the honoured individuals was Ms. Rukhiya, a trailblazer in the cattle slaughtering business. Her success in a traditionally male-dominated field showcased her determination, resilience, and entrepreneurial skills. Another remarkable woman recognized during the event was Ms Lilly Thomas, who successfully managed a Dairy Farm. Ms. Bindhu Mandad, the first female Auto Rickshaw driver in the area, was also honoured for breaking gender stereotypes and excelling in a profession predominantly dominated by men. Ms. Vijayi, a physical education teacher, was acknowledged for her outstanding contributions to the field of education. As a female teacher in a predominantly male-dominated profession, she played a vital role in promoting physical fitness and empowerment among students.

The function was presided over by Dr. Muhammad Fareed, the Principal of the college. Leading the function were Ms. Arya P, the University Union Councillor, and Ms. Akhina Prasad, the Joint Secretary of the College Union. Overall, the Women's Day celebration served as a platform to honour and appreciate the achievements of these extraordinary women who excelled in their careers despite facing various challenges. Their accomplishments showcased the potential and capabilities of women in fields where their representation is traditionally limited. More than 300 students participated in the function.



4. WOMEN'S DAY CELEBRATION ON 09-03-2018 WITH THE DEPARTMENT OF SOCIAL WORK

In collaboration with the Department of Social Work, Women Cell arranged a programme Yuvadika in connection with International Women's Day on March 9, 2018. The program was inaugurated by Ms. Usha Kumari, Chairperson of the Women Development Council (WDC) in Kalpetta. It was an honour to have Ms. Reshma, a KSRTC Bus Conductor, and Ms. Soumini, a KSRTC Conductor, as our esteemed chief guests. Considering that KSRTC conductor positions are predominantly occupied by males, they graciously shared their experiences as conductors, offering valuable insights. Muhammad Shuhaib (Assistant Professor of Social Work) welcomed the gathering and Ms. Nidhisha (Assistant Professor of Chemistry) delivered the vote of thanks.





5. PENNINTEYUM KERALAM

On October 31, 2018, the WMO College campus hosted the gender parity program "Penninteyum Keralam." This program aimed to address gender equality and empower women in Kerala. The event highlighted success stories of women who have excelled in various fields, emphasizing their achievements and contributions to society. Through "Penninteyum Keralam," participants have gained awareness and understanding of the importance of gender parity. The program aimed to inspire and motivate individuals to challenge gender biases, advocate for equal rights, and create a more inclusive society.





6. BEYOND GENDER: ENGAGING WITH TRANSGENDER PERSPECTIVES

On November 15, 2017, Wednesday, a momentous occasion unfolded at WMO Arts & Science College, Muttill, Wayanad, as the Department of Social Work organized its Association Inauguration event under the fitting name of "Egalite-2017." The event took on extraordinary significance with the esteemed presence of Riya Isha, a truly remarkable individual who graced the occasion as the Chief Guest. Riya Isha's achievements speak volumes as she holds the prestigious distinction of being the first transgender Judge in Adalat and a highly accomplished Fashion Designer. Her participation as the Chief Guest not only exemplified her personal success but also underscored the college's unwavering commitment to inclusivity and the celebration of diversity. With Riya Isha's inspiring presence, the Department of Social Work embarked on a transformative journey of empowerment, advocacy, and the relentless pursuit of breaking societal barriers. The inauguration set a promising and invigorating tone for the year ahead, fuelling aspirations for a successful and progressive future.

