

7.1.1.4 Gender equity programs

CONTENTS 7.1

List of gender equity promotion programs organized by the institution during the last five years

Sl No	Specific Gender equity Events	Date
1	MNC context of Elimination of Violence against Women: Gender bias issues and the empowerment in the professional life	10 th April 2015, 11am-3.00pm
2	Psychological issues of youngsters and gender equality	08 th Oct, 2016, 8.30pm
3	Gender equality in work place and NGO intervention in female empowerment	15 th Oct 2017, 5pm
4	The role of panchayath gender empowering projects for the upliftment of the tribal woman.	20 th Oct 2018, 5pm
5	Female empowerment programmes and gender equality- need of the time with Practical aspects	14 th Nov, 2019, 6.00pm
6	General gender equity programmes and concerns for the VIIM	Every year

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7.1.1.1 Statement on the specific gender equity promotion programs during the last five years.

Date	Location	Topic	Resource person/s
10 th April 2015, 11am- 3.00pm	Lecture Hall, VJIM, Chempери, Kannur	MNC context of Elimination of Violence against Women: Gender bias issues and the empowerment in the professional life	Mr Ranjith TP, HR Head, Pan India, Capgemini, Bangalore
08 th Oct, 2016, 8.30pm	Mother Thresa Centre, Vembuva, Kannur	Psychological issues of youngsters and gender equality	Rev. Dr. Sebastian Cheripurth, Director Santhitheeram, Kanghanhad, Kasaragod
15 th Oct 2017, 5pm	WSS training centre, Buffalo street, Manathavady, Wayanad	Gender equality in work place and NGO intervention in female empowerment	WSS Team headed by Rev. Fr BijoKarukapally, Director, WSS, Wayanad
20 th Oct 2018, 5pm	Kunjome Residence, Thondarnad, Wayanad	The role of panchayath gender empowering projects for the upliftment of the tribal woman.	Ms: Salomi Francis, Vice President, Thondarnad Grama Panchayath
14 th Nov, 2019, 6.00pm	St Joseph's Parish Hall, Badoor, Kasaragod	Female empowerment programmes and gender equality- need of the time with Practical aspects	Miss Santhamma Philip and Team, District panchayath Member, Kasaragod
Every Year	VJIM Seminar Hall	Gender equity programmes are incorporated with Jyothirgamaya, Gramadharshan Camps, PTA Meetings etc	The experts and notable resource persons of the events.

Manjula

EVENT PROPOSAL FORM

No.	Event	Description		
1	Name of the event/ Program	MNC context of Elimination of Violence against Women: Gender bias issues and the empowerment in the professional life		
2	Date and Time	10 th April 2015, 11am- 3.00pm		
3	Venue	Lecture Hall, VJIM, Chemperi, Kannur		
4	Participants	S3 MBA Students and Staff Members		
5	Objectives	<ul style="list-style-type: none"> ➤ To get a real time exposure on MNC practices ➤ To inculcate the non-gender bias and gender empowerment ➤ To enable the students to develop social oriented attitudes ➤ To get a clear understanding on the gender issues of MNCs 		
6	Expected outcome	<p>Students can interact with the resource person along with the exposure to the MNC practices. The expected outcomes are:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> ✓ Self-awareness ✓ Empathy ✓ Group behavior etc. </td> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> ✓ Interpersonal relationship ✓ Coping with emotions </td> </tr> </table>	<ul style="list-style-type: none"> ✓ Self-awareness ✓ Empathy ✓ Group behavior etc. 	<ul style="list-style-type: none"> ✓ Interpersonal relationship ✓ Coping with emotions
<ul style="list-style-type: none"> ✓ Self-awareness ✓ Empathy ✓ Group behavior etc. 	<ul style="list-style-type: none"> ✓ Interpersonal relationship ✓ Coping with emotions 			
7	POs/COs	PO7, PO11, PO12		
8	Resource Person	TA/ Corporate responsibility scheme		
9	Any other information	Mr Ranjith TP, HR Head, Pan India, Capgemini, Bangalore		
10	Name of the Coordinator/s	Fr Genimon V Joseph Faculty		

Prepared by

Fr Genimon V Joseph

Approved by

Principal



REPORT OF GENDER EQUITY PROGRAM

Topic:

MNC context of Elimination of Violence against Women: Gender bias issues and the empowerment in the professional life

Resource person: Mr Ranjith TP, HR Head, Pan India, Capgemini, Bangalore

Date: 10th April 2015, 11am

Venue: Lecture Hall, VJIM, Chemperi, Kannur

Report of the program:

This corporate gender awareness programme was conducted for the 3semester MBA students. Mr Ranjith TP made a deliberation on the MNC context of Elimination of Violence against Women: Gender bias issues and the empowerment in the professional life. Mr Ranjith TP is associated with the HR functions of the Capgemini, Bangalore. He explained the MNC procedure for maintaining gender equality among the workforce with in a cross-cultural context.

Fr Genimon V Joseph welcomed the resource person and the students. Ms Anu Sunny (B4GMBA3037) made an introduction for the Gender day followed by the sessions.

The sessions were interactive and 57 students participated from 3rd semester. There was two sessions and the afternoon session were of interactive participation with model building.



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EVENT ANALYSIS AND ITS IMPACT REPORT

No.	Event	Description
1	Name of the event/ Program	MNC context of Elimination of Violence against Women: Gender bias issues and the empowerment in the professional life
2	Date and Time	10th April 2015, 11am- 3.00pm
3	Venue	Lecture Hall, VJIM, Chemperi, Kannur
4	Participants	53 MBA Students and Staff Members
5	Outcome of the event/Program	Students got a real time exposure on MNC practices. Discussions made on the non-gender bias and gender empowerment.
6	Attainment levels of outcomes	The interactive session was able to give analytical understanding on the Gender empowerment among the students
7	Any other information	
8	Name of the Coordinator/s	Genimon V Joseph

Prepared by

Genimon V Joseph

Approved by

Principal



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Report Prepared by

Fr Genimon V Joseph, Faculty

Date: 11th April 2015

PRINCIPAL



REPORT OF

Seminar on Psychological Issues of Youngsters and Gender Equality

Topic: "Psychological issues of youngsters and gender equality"

Resource person: Rev. Dr. Sebastian Cheripurth, Director, Santhitheeram
Counselling Centre, Padannakkkad, Kasaragod.

Date: 08th Oct, 2016, 8.30pm

Venue: Mother Thresa Centre, Vembuva, Kannur

Report of the program:

This section was aimed to promote the gender equality concern among the MBA professionals and to address the issues related to the gender, youthhood developmental problems, social living, and multi-contextual collaboration without gender bias.

Fr Jose Kanivelil, coordinator, VJIM, welcomed the and introduced the resource person. The session was of interactive in nature and students actively participated in throughout the session.



Fr Jose Kanivelil



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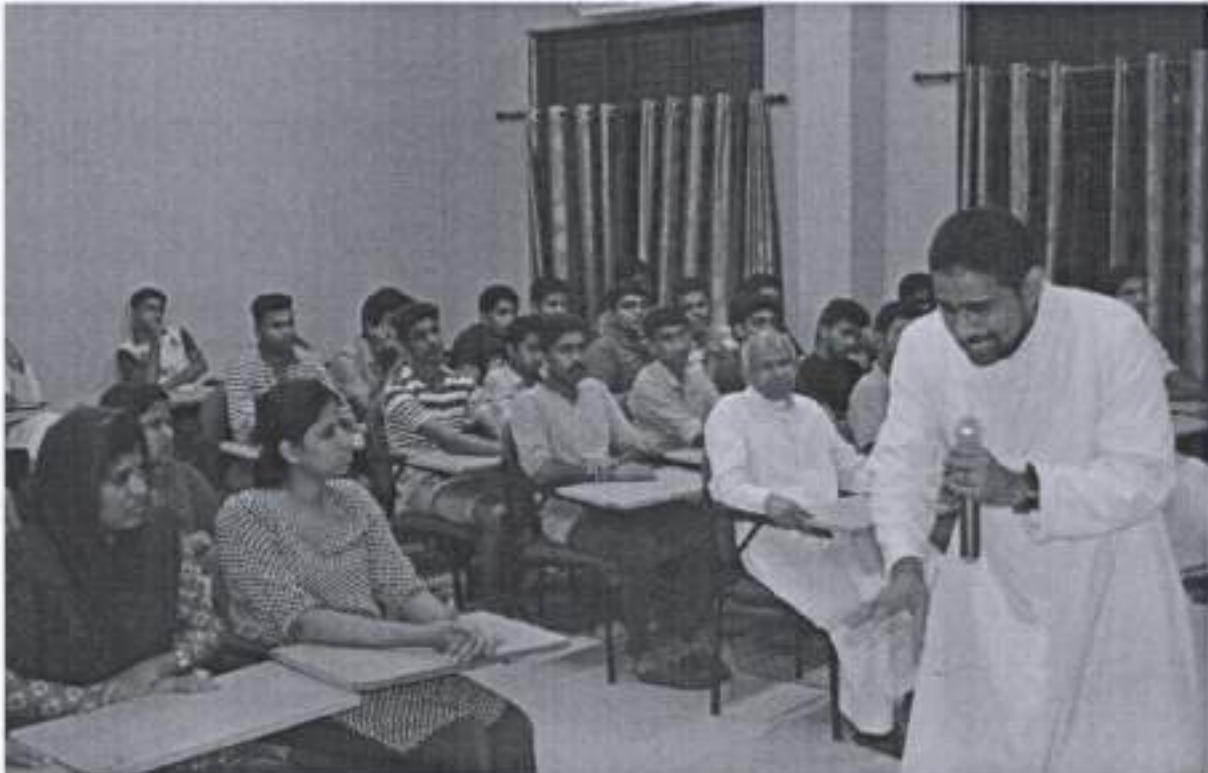
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Being the practicing psychologist and counsellor Rev. Dr. Sebastian Cheripurth clarified the confusions related to the counselling and its role in the MBA professionals.

The session was specially meant for the first semester students and 49 students and staff participated in it. Kumari Aleena Saji(B6GMBA3023) expressed the deepfelt appreciation during the vote of thanks.



Report Prepared by

Mr. Anoop Scaria, Faculty

Date:09th Oct, 2016



EVENT PROPOSAL FORM

No.	Event	Description		
1	Name of the event/ Program	Psychological issues of youngsters and gender equality		
2	Date and Time	08 th Oct, 2016, 8.30pm		
3	Venue	Mother Thresa Centre, Vembuva, Kannur		
4	Participants	SI MBA Students and Staff Members		
5	Objectives	<ul style="list-style-type: none">➤ To get awareness on the adolescent and its role in the professional life issues➤ To inculcate the non-gender bias and gender empowerment➤ To enable the students to develop social oriented attitudes➤ Empower the students to face the gender equality expectation		
6	Expected outcome	Students can interact with the resource person along with the exposure to the MNC practices. The expected outcomes are: <table style="width: 100%; border: none;"><tr><td style="width: 50%; vertical-align: top;"><ul style="list-style-type: none">✓ Self-awareness✓ Empathy</td><td style="width: 50%; vertical-align: top;"><ul style="list-style-type: none">✓ Interpersonal relationship✓ Coping with emotions</td></tr></table>	<ul style="list-style-type: none">✓ Self-awareness✓ Empathy	<ul style="list-style-type: none">✓ Interpersonal relationship✓ Coping with emotions
<ul style="list-style-type: none">✓ Self-awareness✓ Empathy	<ul style="list-style-type: none">✓ Interpersonal relationship✓ Coping with emotions			
7	POs/COs	PO7, PO11, PO12		
	Resource Person	Rev. Dr. Sebastian Cheripurth, Director Santhitheeram, Kanhanhad, Kasaragod		
8	Any other information			
9	Name of the Coordinator/s	Mr Anoop Scaria		

Prepared by
Mr Anoop Scaria

Approved by
Principal



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EVENT ANALYSIS AND ITS IMPACT REPORT

No.	Event	Description
1	Name of the event/ Program	Psychological issues of youngsters and gender equality
2	Date and Time	08 th Oct, 2016, 8.30pm
3	Venue	Mother Thresa Centre, Vembuva, Kannur
4	Participants	S1 MBA Students and Staff Members
5	Outcome of the event/Program	Students got a real time exposure with practicing psychologist and counsellor.
6	Attainment levels of outcomes	The interactive session was able to give analytical and conceptual understanding on the psychological issues. Certain quick technique of handling was discussed
7	Any other information	The personal discussions are made available for the students.
8	Name of the Coordinator/s	Mr Anoop Scaria

Prepared by

Mr. Anoop Scaria, Faculty

Approved by

Principal



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EVENT PROPOSAL FORM

No.	Event	Description
1	Name of the event/ Program	Gender equality in work place and NGO intervention in female empowerment
2	Date and Time	15 th Oct 2017, 5pm
3	Venue	WSS training centre, Buffalo street, Manathavady, Wayanad
4	Participants	First year Students and Staff Members
5	Objectives	<ul style="list-style-type: none">• Gender equity concerns of the workplace• To get awareness on NGO and their empowerment models• To inculcate the non-gender bias and gender empowerment• To enable the students to develop social oriented attitudes
6	Expected outcome	<ul style="list-style-type: none">• Analysis the details about the issues of the workplace related to gender issues• Empower to collaborate with workplace disparities with synergic concerns• To interact with the NGO and its contribution towards the empowerment
	POs/COs	PO7, PO11, PO12
7	Resource Person	Rev. Fr Bijo Karukapally, Director, WSS, Wayanad WSS Team Social Service Team
8	Any other information	Able to get an exposure to NGO culture
9	Name of the Coordinator/s	Genimon V Joseph

Prepared by

Genimon V Joseph

Approved by

Principal



REPORT OF

Seminar on Gender equality in work place and NGO intervention

Topic: Gender equality in work place and NGO intervention in female empowerment

Resource person: WSS Team headed by Rev. Fr Bijo Karukapally, Director, WSS, Wayanad

Date: 15th Oct 2017, 5pm

Venue: WSS training centre, Buffalo street, Manathavady

Report of the program:

Fr Genimon V Joseph, Administrator, introduced the resource person and spoke about the social interventions of the resource person through the NGO among the tribal villages. The WSS team explained the tribal woman empowering projects of the WSS.



Original



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Fr BijoKarukapally dwelt in detail about the need of gender equality in the social development with respect to the woman empowerment. The success stories of the woman through the empowerment programmes were highlighted during the sessions. The session included interactive module, where the participates could get more details about the community life of the tribal groups.



The session was meant for the first semester students and 36 students participated in the programme. Kumari Josna Mary Jose P J (B7GMBA3026) delivered the vote of thanks.

Report Prepared by

Genimon V Joseph

Date: 15th Oct, 2017


PRINCIPAL



EVENT ANALYSIS AND ITS IMPACT REPORT

No.	Event	Description
1	Name of the event/ Program	Gender equality in work place and NGO intervention in female empowerment
2	Date and Time	15 th Oct 2017, 5pm
3	Venue	WSS training centre, Buffalo street, Manathavady, Wayanad
4	Participants	First year Students and Staff Members
5	Outcome of the event/Program	<ul style="list-style-type: none">• Got an awareness on Gender equity concerns of the workplace• To get an interactive session on NGO and their empowerment models• Helped to enable the students to develop social oriented attitudes
6	Attainment levels of outcomes	Social empowerment concern NGO and their gender equity program
7	Any other information	
8	Name of the Coordinator/s	Genimon V Joseph

Prepared by
Genimon V Joseph

Approved by
Principal



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EVENT ANALYSIS AND ITS IMPACT REPORT

No.	Event	Description
1	Name of the event/ Program	Seminar on the role of panchayath gender empowering projects for the upliftment of the tribal woman.
2	Date and Time	20th Oct 2018, 5pm
3	Venue	Kunjome Residence, Thondarnad, Wayanad
4	Participants	First year MBAs and staff
5	Outcome of the event/Program	<ul style="list-style-type: none">✓ Ability to collaborate with Local self-government authorities✓ Holistic development of the students✓ Ethical and concern for the upliftment of the underprivileged people
6	Attainment levels of outcomes	Motivated and decided to collaborate with the tribal upliftment programs.
7	Any other information	
8	Name of the Coordinator/s	FrGenimon V Joseph, Faculty

Prepared by

Fr. Genimon V Joseph, Faculty

Approved by

Principal



REPORT OF
Sections on panchayath gender empowering projects for the
upliftment of the tribal woman.

Topic: The role of panchayath gender empowering projects for the upliftment of the tribal woman.

Resource person: Ms: Salomi Francis, Vice President and tribal development Team, Thondarnad Grama Panchayath

Date: 20th Oct 2018, 5pm

Venue: Kunjome Residence, Thondarnad, Wayanad

Mr Anoop Scaria, batch coordinator, introduced the resource person and explained the welfare activities of the Thondarnad Grama Panchayath. The session was mainly on the government projects to empower the woman and the role of tribal upliftment for the socio-economic development of the Wayanad.

The examples of empowered woman were narrated and exhorted the support of the future professionals for the collaborative projects for the upliftment of the tribal persons. The project site visit was the main attraction of the event

The last part of the session was devoted for the doubt clearance and students actively used the time. 38 students and staff members participated in this programme. Kumari Milna Antony (B8GMBA3039) expressed the vote of thanks to the resource persons and organizers.

Salomi Francis



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Project Visits and explain the functions of the projects in tribal area



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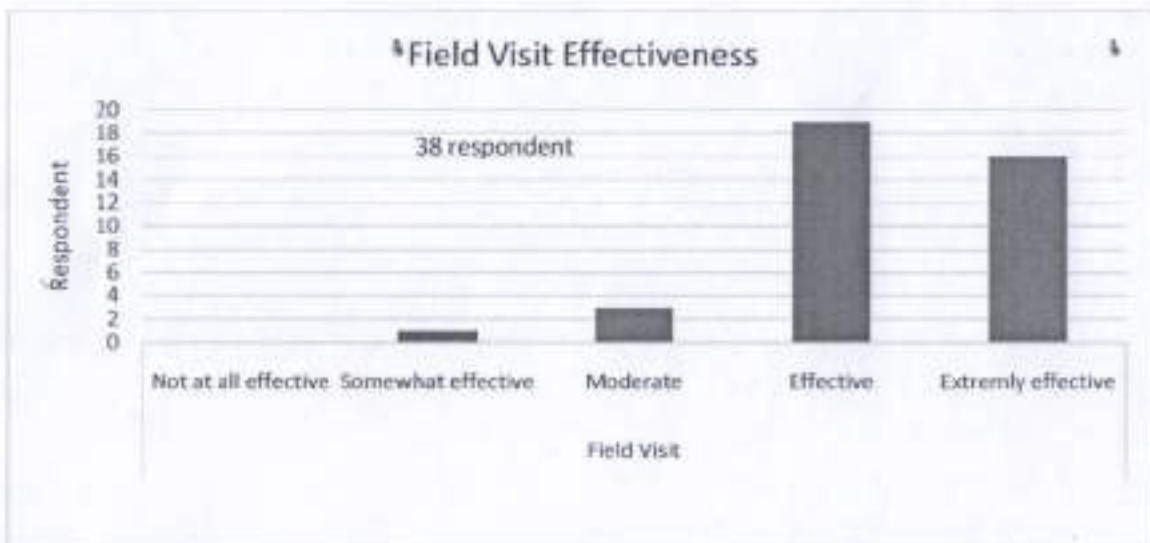
Feedback on the Program

Field Visit effectiveness

The students in general appreciated very much the field visit and the subsequent exposure to the tribal projects. The explanation of the project coordinators was appreciated with frequent interaction from the students.



50% participants (19 nos) appreciated this visit as effective while the 42% (16) consider the visit as extremely effective. No one consider it as not effective. The diagrammatic representation of the feedback is given below.



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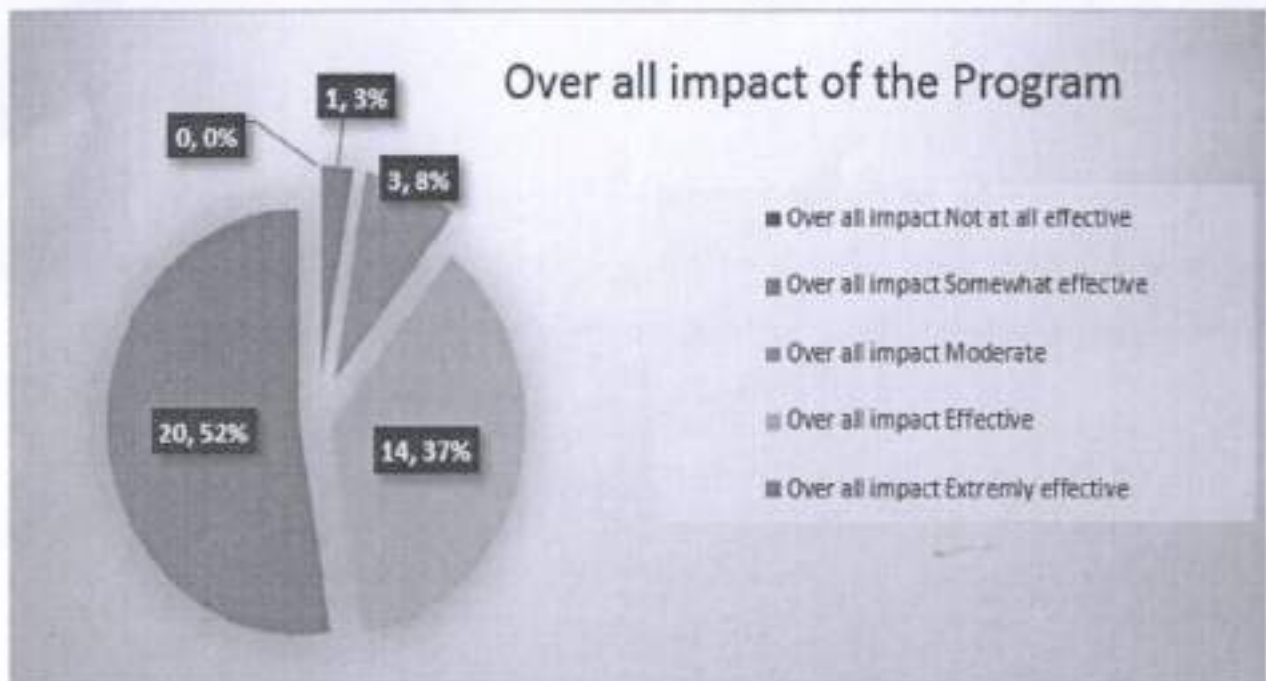


Overall Impact of the Program

The participants appreciated very much the programs and sessions. The prolonged interactive sessions indicated that the students were interested to know more about the role of panchayath gender empowering projects for the upliftment of the tribal woman.

Ms: Salomi Francis, Vice President and tribal development Team explained more about their experience related to tribal issues, their life styles, ethos and beliefs, the hurdles to address them,

The feedback about the over all impact of the program is given below



Report Prepared by
Fr Genimon V Joseph, Faculty

Date: 22nd Oct 2018


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EVENT PROPOSAL FORM

No.	Event	Description
1	Name of the event/ Program	Seminar on the role of panchayath gender empowering projects for the upliftment of the tribal woman.
2	Date and Time	20 th Oct 2018, 5pm
3	Venue	Kunjome Residence, Thondarnad, Wayanad
4	Participants	First year MBAs and staff
5	Objectives	<ul style="list-style-type: none">✓ Know more about the Gender equity project of the Government✓ To get awareness on panchayath gender empowerment programs✓ To inculcate the zeal for tribal upliftment programs
6	Expected outcome	<ul style="list-style-type: none">• Ability to collaborate with Local self-government authorities• Holistic development of the students• Ethical and concern for the upliftment of the underprivileged people
7	POs/COs	PO7, PO11, PO12,
8	Resource Person	Ms: Salomi Francis, Vice President, Thondarnad Grama Panchayath
9	Resource requirement	NA, on Government initiatives
9	Any other information	
10	Name of the Coordinator/s	Genimon V Joseph

Prepared by

Genimon V Joseph

Approved by


Principal



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EVENT PROPOSAL FORM

No.	Event	Description
1	Name of the event/ Program	Female empowerment programmes and gender equality- need of the time with Practical aspects
2	Date and Time	14th Nov, 2019, 6.00pm
3	Venue	St Joseph's Parish Hall, Badoor, Kasaragod
4	Participants	1st Semester MBA students
5	Objectives	<ul style="list-style-type: none">✓ Know more about the Gender equity project of the Government with respect to Kasaragod district✓ To get awareness on panchayath gender empowerment programs and✓ To practice the empowerment model
6	Expected outcome	<ul style="list-style-type: none">• Ability to collaborate with Local self-government authorities• Undergo practical empowerment sessions• Holistic development of the students• Ethical and concern for the upliftment of the underprivileged people
7	POs/COs	PO7, PO11, PO12,
8	Resource Person	Miss Santhamma Philip and Team, District panchayath Member, Kasaragod
9	Resource requirement	NA, on Government initiatives
9	Any other information	Practical empowerment training included
10	Name of the Coordinator/s	Anoop Scaria

Prepared by
Anoop Scaria

Approved by
Principal



REPORT OF

Hands on sessions on empowerment programmes and gender equality- need of the time with Practical aspects

Topic:Female empowerment programmes and gender equality- need of the time with Practical aspects

Resource person: Miss Santhamma Philip and Team, District panchayath Member, Kasaragod

Date: 14th Nov, 2019, 6.00pm

Venue: St Joseph's Parish Hall, Badoor, Kasaragod

The program was organized to address the first semester MBA students to inculcate a clear vision about the female empowerment programmes and its implementation process.



Figure: The resource persons and Team at the inauguration session

The resource person Miss Santhamma Philip, expressed the need for the gender equality programmes and also explained the government projects. She motivated the audience with the experience from her life and those leaders who succeeded after a short-struggled experience. Fr SubinRathapally, Administrative Assistant, welcomed the resource person and the team.

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The initial sessions by Miss Santhamma Philip, the Panchayat member was followed by the hand's own session on women empowerment. The social service Team of the St Joseph's Parish under the leadership of Vicar and Rev. Sisters controlled the hands-on session of empowerment.

Kumari Ardra Sunny (19MBA18) expressed the vote of thanks. 30 first semester students and staff participated throughout the sessions.



Woman empowerment practical session: Students thrilled with their project during the hands-on session.

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Practical hands on sessions on gender equity program



Interactive sessions at the end of the program

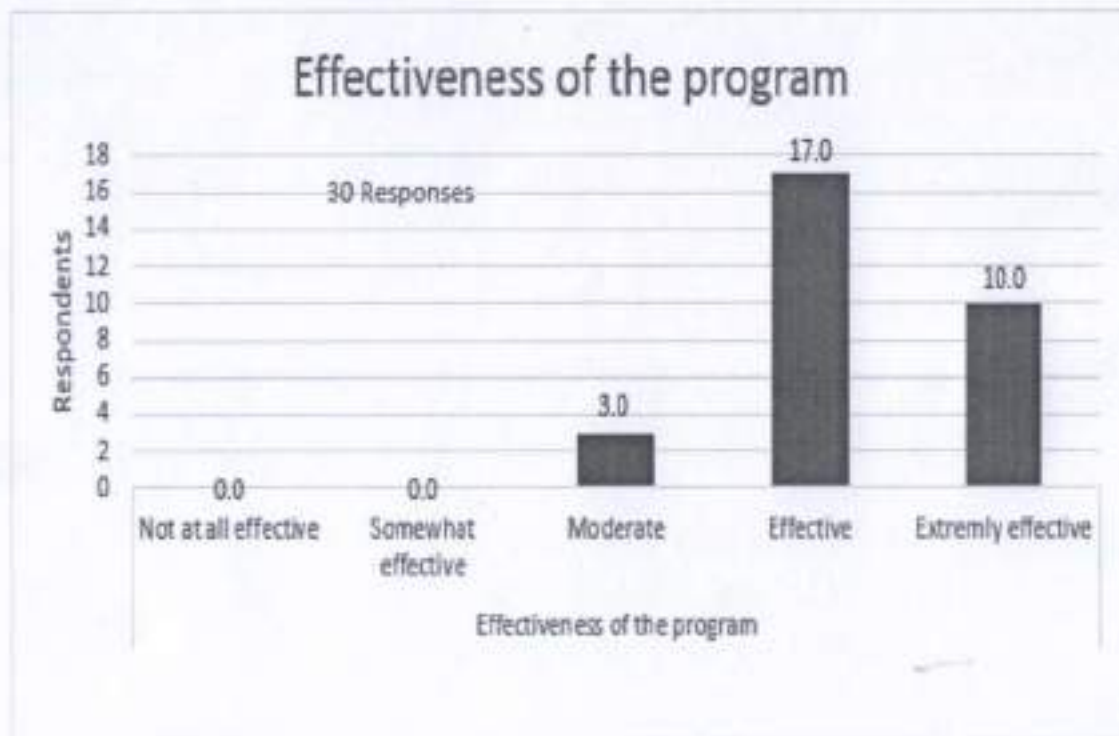
Feedback of the program

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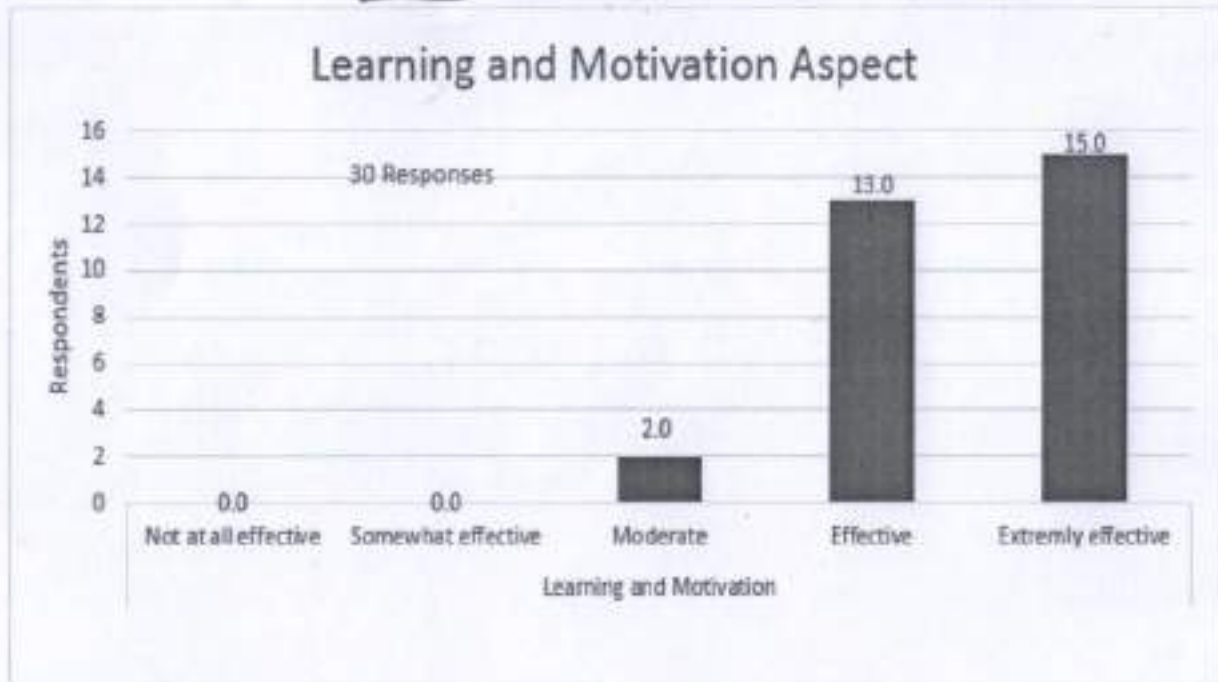
The sessions were well appreciated by the participants. The hands on session was a new experience for the students. Feedback was collected through individual response and in a formal way. The picture representations of the analysis is given below.

Effectiveness of the program

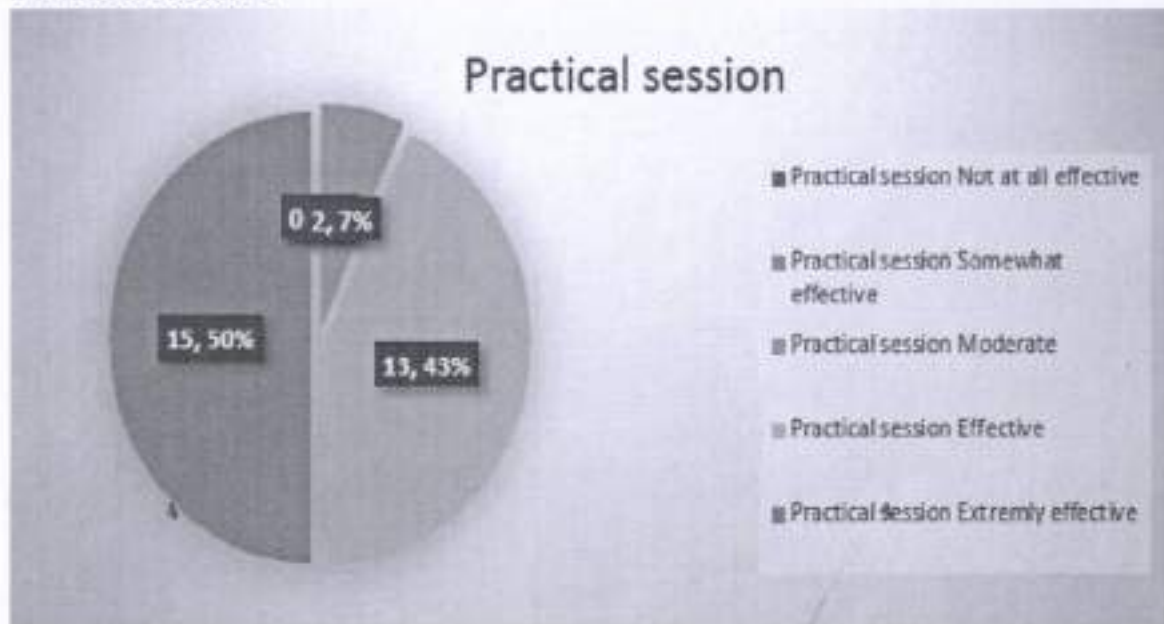



Learning and Motivation Aspect of the Program

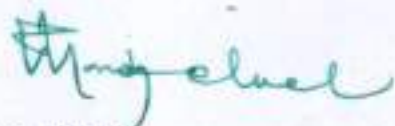
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Practical section



Report Prepared by 
Mr. Anoop Scaria, Faculty
Date: 14th Nov, 2019


PRINCIPAL



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EVENT ANALYSIS AND ITS IMPACT REPORT

No.	Event	Description
1	Name of the event/ Program	Female empowerment programmes and gender equality- need of the time with Practical aspects
2	Date and Time	14th Nov, 2019, 6.00pm
3	Venue	St Joseph's Parish Hall, Badoor, Kasaragod
4	Participants	1st Semester MBA students
5	Outcome of the event/Program	<ul style="list-style-type: none">• Ability to collaborate with Local self-government authorities• Undergo practical empowerment sessions• Holistic development of the students• Ethical and concern for the upliftment of the underprivileged people
6	Attainment levels of outcomes	Motivated and participated in real-time practical works
7	Any other information	
8	Name of the Coordinator/s	Mr Anoop Scaria, Batch Coordinator

Prepared by

Mr Anoop Scaria

Approved by

Principal