

Women Empowerment Cell 2025-26



Dr. Vaishali D. Phalke

Professor, Community Medicine
Chairman, Women Empowerment Cell

1. **Preamble :**

A Women Empowerment Cell in any institution symbolizes a safety hub for the students and staff. It is also the sign of progression and open thinking. Women Empowerment Cell (WEC) has been constituted to empower and safeguard the rights of female members; faculty, staff and students of the University. The WEC works to promote gender sensitivity in the university and conduct diverse programs to educate, sensitize both male and female members and produce harmonious atmosphere on the campus. It works for the welfare of the students and faculty enabling them to become competent professionals meant to shoulder greater challenges in the academic sphere. This Cell play an important role in voicing out opinions on important matters that affect the daily life of women. The cell provides a platform to the students for participating comfortably and sharing their views. They actively promote gender equality.

2. **Aim :**

To create awareness about the Women's Right and to empower Women.

3. **Objectives:**

- I. Identification of strong leadership and change makers and building their capacity.
- II. To promote a culture of respect and equality for female gender.
- III. To provide opportunities and programs for female gender to be financially, mentally and emotionally empowered so as to promote their growth as individuals in their own right.
- IV. To create awareness about the guidelines of Supreme Court and ensure that sexual harassment is treated as an unacceptable social behavior within the institution and the society.
- V. To Involve NSS students of PIMS (DU) to interaction with rural and urban women who lack formal education and identify projects suitable for up gradation using technology.
- VI. To conducting seminars, workshops to imparting knowledge on opportunities and to available of code and train the women.
- VII. To help the self help group women in getting the financial support by identifying the sources.
- VIII. To create social awareness about the problems of women and in particular regarding gender discrimination.
- IX. To provide guidance about Women Welfare Laws.

- X. To assert the importance of spiritual, economic, social, racial and gender equality. To highlight the importance of health and hygiene.
- XI. To direct Women's role in the society. To Develop of multidisciplinary approach for the overall personality development.

4. Duties of Women Empowerment Cell:

The cell will organize various programs for women empowerment with the help of all constituent units of Pravara Institute of Medical Sciences (DU).

- I. To organize workshops and sensitization programs both for staff and students by eminent Psychologists and Social workers.
- II. To organize Guest Lectures on Legal Aids for Women
- III. To organize Competition on 'Awareness on Legal Rights of Women'
- IV. To organize Orientation Seminar to discuss the nature and scope of the sexual harassment of women at the workplace (Prevention, Prohibition and Redressal) Act 2013, at the beginning of the academic year.
- V. To organize one or more workshops/seminars annually where external experts on the subject will interact with all employees and students
- VI. To organize Seminars, Performances and Discussion Forums etc where gender sensitization and gender awareness will be the focal points.
- VII. Spreading awareness about the policies and their implementation through in formal sessions, performances, cultural event, etc. undertaken by PIMS (DU).
- VIII. To prepare the proposal for organizing the various activities mentioned above for the approval of management.
- IX. To organize minimum 3 to 4 guest lecturers in the academic year.

Activities under Women Empowerment Cell PIMS from 2025-26

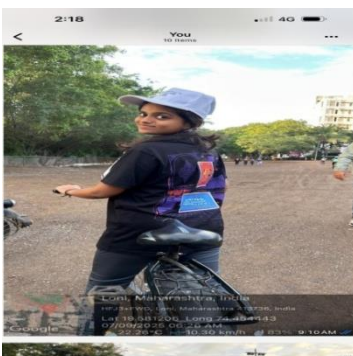
Sr. No	Activity	Title of Program	Date	Participants
1.	Seminar Presentation by Six Gender Champions of Dr BVPRMC Loni Venue .Godavari Hall	Gender Issues and Women Empowerment Schemes in India. C.M 10.9 of CBME for III/II MBBS students.	01/09/2025	190 students and 10 faculty members benefited.
2.	Awareness program on “Gender Equality “ in collaboration with college of Physiotherapy	“World Physiotherapy Day “ A Cyclothon was organized	08/09/2025.	80 students and 30 faculty members participated.
3.	Guest Lecture by Adv. Pooja Dilip Bankar Patil, LLM in International Business & Corporate Laws.	“Rights of Women Every Indian Should Know”.	20/09/2025	20 Faculty members and 600 Students participated in the program.
4.	Radio Talk and Flex Board Preparation on PCPNDT ACT. By Amit Naik. MBBS 2022 Batch, Under guidance of Dr. Vaishali Phalke.	“PCPNDT Act” (Pre-Conception & Pre-Natal Diagnostic Techniques Act) 1994.	10/01/2026	1.“Population covered under 5 Talukas and 2.Teaching and Non-teaching Staff of PIMS DU benefited.
5.	Radio Talk and Flex Board Preparation on “POSH Act “. By Purvjeet Deshmukh , MBBS 2022. Radio Talk and Flex Board Preparation .	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.	20/01/2026	1.“Population covered under 5 Talukas” and 2.Teaching & Non-teaching Staff of PIMS DU benefited.
6.	Radio Talk and Flex Board Preparation on the “Maternity Benefit Act” 1961. By Vaishnavi Narhare, MBBS 2022 Batch. Radio Talk and Flex Board Preparation on	“Maternity Benefit Act”. 1961.	30/01/2026	1.“Population Covered under 5 Talukas” 2.Teaching and Non-teaching Staff of PIMS DU benefited.
7.	Workshop on “Schemes of Post Office for Women Empowerment” Organized by Smt. Sindhubai Eknathrao Vikhe Patil College of Nursing & Women Empowerment Cell,	“Schemes of Post Office for Women Empowerment”	03/02/ 2026	500 Female Employee benefited

	PIMS-DU.			
8.	International Nurses week Celebration at VVP PRH Loni 1.First Day 5th May celebrated International Midwife Day and World Hand Hygiene Day. Rangoli and Poster Competition Speech by ANA Mrs. Shobha Borhade 2. Day Second: 6th of May indoor Game Competition (Chess, Carom and Badminton) 3. Day Third: 7th May Cooking Competition without flame 4. Day Fourth: 8th May Fun Games Competition 5. Day Fifth: 11th May a. Motivational speech b. Joke Competition. 6. Day Six: 12th May a. Speech on Theme. b. Prize distribution c. Distribution of diary, pen and sweets	Theme: “Our Nurses. Our Future” Empowered Nurses save life.	05/05/2026 to 12/05/2026	Around 700 Nursing Staff Members of VVP PRH Loni benefited from the programme. All judges of the competition were felicitated. All the winners of competition were give prizes.
9.	International Day of Yoga 2026 was Celebrated with Free Yoga Camp organized by the Women Empowerment Cell in collaboration with Pravara Rural Ayurved College (DU)	15 Days “Free Yoga Camp” for Female Employees of PIMS Theme : “Yoga for Healthy Ageing”	22/07/2026 to 10/07/2026	Women Employees of Pravara Institute of Medical Sciences (DU)

1. Gender Issues and Women Empowerment Schemes in India.



2. Gender equality Awareness with Cyclothon



3. “Rights of Women Every Indian Should Know”.



4.“PCPNDT ACT” (Pre-Conception & Pre-Natal Diagnostic Techniques Act) 1994.



Pravara Institute of Medical Sciences (PIMS)
Dr. Balasaheb Vikhate Patil Rural Medical College



PCPNDT कानून (२०१३)

Pre-Conception & Pre-Natal Diagnostic Techniques (PCPNDT) Act

मंडल	संपर्कित
कायदाचायता नाव	PCPNDT कायदा (Pre-Conception & Pre-Natal Diagnostic Techniques (PCPNDT) Act
उद्देश	१. लिंगविषयक व वंशपरिवर्तन प्रेरणेने २. गर्भाणुलेखन व गर्भाणुविश्लेषण विनिर्देशनविधित्तीतरी वरील घातणे ३. मुलीची संरक्षणा करणे व लिंगीय प्रमाण संतुलनितरी वरील घातणे ४. सोनोभाषी व जेनेटिक बाधघट्यानां गैरवापर सांठवणे
सांगू क्षेत्र	संपूर्ण भारत
सांगू ठिकाणे	सोनोभाषी केंद्रे, जेनेटिक विश्लेषण, विलिनित
मुख्य विषय	गर्भाणुलेखन व गर्भाणुविश्लेषण विनिर्देशनविधित्तीतरी आणू लिंगनिवडीस प्रतिबंध
परिचालित बाबी	१. गर्भाणुलेखन व गर्भाणुविश्लेषण विनिर्देशनविधित्तीतरी लिंग सांठणे २. लिंगनिवडीसाठी सोनोभाषी किंवा इतर बाधघट्या करणे ३. मुली / मुलीची निवडीसाठी जाहिरात करणे ४. स्वयं सांठित किंवा ART/IVF द्वारे लिंगनिवडीस करणे ५. स्वयं सांठित व IVF द्वारे लिंगनिवडीस बंदी
गर्भाणुलेखन तरतूद	अद्वारसजंक वंश वैयर्थीय कारणेसाठी
परावानी दिलेली बाब	सर्व लिंगनिवडीची नोंदी अतिवर्त
नियम कोडे करती	नियम ३५(क)क / हेनप्लान्ड
विश्वा (बायतीसाठी)	३ वर्षे कारावास + ₹ ५०,००० बंद
विश्वा (हॉमप्रेस्टारी)	कारावास + वैयर्थीय नोंदी बंद
पुनरावृत्ती मुद्दा	४ वर्षे कारावास + ₹ १ लाख बंद
हेनप्लान्ड	दंड १०४
सामाजिक संदेश	मुलीची वाधवा लिंगपेद बंद करा स्त्री-पुनरुत्थान सांठवा कायदा

By: Anshik Malik
(MBBS Trainee)

Under guidance of Dr. Vaishali Phalke,
(Chairman, Woman Empowerment Cell, PIMS)



5. “Prevention of Sexual Harassment of Women at Workplace Act” 2013.

	Pravara Institute of Medical Sciences (DU) Dr. Balasaheb Vikhe Patil Rural Medical College 
	POSH कार्यालय (२०१३)
	Sexual Harassment of Women at Workplace Act
पदांक पोश समितीचा नाव पदेदार	सचिवालय पोश समिती (२०१३) – Sexual Harassment of Women at Workplace Act १. संचालका विभागीय अधिकारी सीईओ (आचार्य) संचालक बनवणे २. मुख्यालय व आचार्यकुल संचालक बनवणे ३. प्राचार्य निदेशक आणि पोश समिती अधिकारी संचालक बनवणे ४. पोश समिती संचालक व पोश समिती सदस्य बनवणे ५. पोश समिती अध्यक्ष बनवणे
नाम, क्षेत्र नाम, क्षेत्र	संपूर्ण भारत संचालक, सहायक, सहाय्यिका, Work From Home(WFH), प्रशासनाध्यक्ष/संचालक
मुख्य विषय प्रतिबंधित करी प्रचाराची पद्धती व माध्यम	सीईओ आचार्य, सीईओ सहायक, विभागीय, सहायक, संचालक संचालक निदेशक व पोश समिती अधिकारी
पोश समिती	आचार्य (सचिव) (Internal Complaints Committee) (ICC), संचालक (सचिव) (Local Complaints Committee) (LCC)
संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार	ICC / LCC / Site-Box ३ महिने (+ ३ महिने यात) १० दिवस
संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार	संचालक कोषागार, संचालक कोषागार (ICC), संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार
संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार	संचालक कोषागार, संचालक कोषागार (ICC), संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार
संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार	संचालक कोषागार, संचालक कोषागार (ICC), संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार
संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार	संचालक कोषागार, संचालक कोषागार (ICC), संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार
संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार	संचालक कोषागार, संचालक कोषागार (ICC), संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार
संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार	संचालक कोषागार, संचालक कोषागार (ICC), संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार
संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार	संचालक कोषागार, संचालक कोषागार (ICC), संचालक कोषागार संचालक कोषागार संचालक कोषागार संचालक कोषागार



6. “Maternity Benefit Act”. 1961.

	Pravara Institute of Medical Sciences (PIMS) Dr. Balasaheb Vikhe Patil Rural Medical College	
मातृत्व लाभ कायदा (१९६१) Maternity Benefit Act		
घटक	तपासील	
कायदाचे नाव	मातृत्व लाभ कायदा (१९६१) - Maternity Benefit Act	
उद्देश	१. गर्भाधारणा व प्रसूतीदरम्यान महिलांचे आरोग्य संरक्षण २. महिलांचे रोजगार संरक्षण सुनिश्चित करणे ३. सशुल्क मातृत्व रजा आणि वैद्यकीय सुविधा देणे ४. स्तनपान व पाळजाघर सुविधांचा मदत करणे ५. महिलांच्या मातृत्व काळातील भेदभाव आणि बढतर्फी टाळणे	
लागू क्षेत्र	संपूर्ण भारत	
लागू आस्थापना	किमान १० कर्मचारी असलेली आस्थापने	
मुख्य विषय	मातृत्व रजा व लाभ	
प्रतिबंधित बाबी	मातृत्व काळात बढतर्फी किंवा भेदभाव	
परवानगी दिलेली बाब	सशुल्क मातृत्व रजा, वैद्यकीय व इतर सुविधा	
तक्रार कोठे करावी	कामगार अधिनियम	
शिक्षा (नियोक्यासाठी)	१ वर्ष कारावासा किंवा ₹५,००० दंड	
पुनरगती गुन्हा	अधिक कठोर शिक्षा	
विशेष सुविधा	पाळजाघर सुविधा स्तनपानासाठी विश्रुती Work From Home (WFH)	
हेल्पलाईन		☎ १४२४२
समाप्ति संदेश	सात	



7. “Schemes of Post Office for Women Empowerment”.



8. International Nurses week celebration

1. First Day 5th May celebrated International Midwife Day and World Hand Hygiene Day.



Rangoli and Poster Competition.



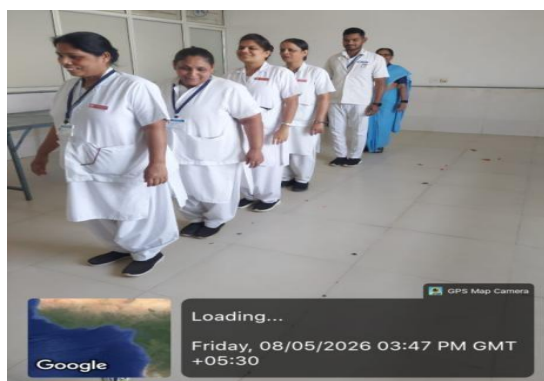
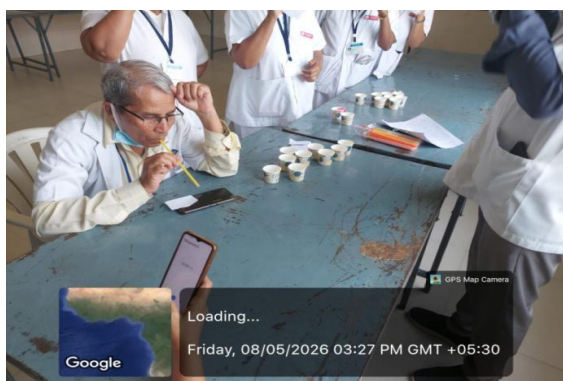
2. Day Second: 6th of May indoor Game Competition (Chess, Carom and Badminton)



3. Day Third: 7th May Cooking Competition without flame



4. Day Fourth: 8th May Fun Games Competition



5. Day Fifth: 11th May

a. Motivational speech

b. Joke Competition.

6. Day Six: 12th May

a. Speech on Theme.

b. Prize distribution

c. Distribution diary, pen and sweets



6.Day Six:



9. “Free Yoga Camp”



Activities of International Women's Day 2025-26

Sr. No	Activity	Title of the Program	Date	Participants
1.	Write-up on theme of International Women's Day	# GIVE TO GAIN "Rights, justice, action. For ALL Women & Girls"	8/03/2026	All Users of PIMS (DU)
2.	Sensitization of all Nursing Staff on the Theme of International Women's Day (IWD) 2026	#Give to Gain	9/03/2026	300 staff Nurses of Dr. VVPPRH were benefited.
3.	"Women's Safety & Self Defense Workshop" for all female students of college of Physiotherapy.	"Women's Safety & Self Defense Workshop"	12/03/2026	10 staff members and 300 students benefited.
4.	From Healing Hands to Empowered Hearts: "Dentist & Women's Day Celebration "Organized by Rural Dental College, Loni.	From Healing Hands to Empowered Hearts: "Dentist & Women's Day Celebration "	13/03/2026	All Faculty Members and students of RDC benefited.
5.	Workshop on "POSH Act 2013" for Male Employee of PIMS (DU) "Organized by DBVPRMC, Loni. Resource Person : Mrs. Asawari Deshpande, Senior Social Worker, Vipla Foundation, Nashik. and Dr. Mohan Pawar Prof & HOD, Department of FMT.	"POSH ACT 2013" for Male Employee of PIMS (DU).	14/03/2026	700 Employee benefited.

1. **#GIVE TO GAIN “Rights, justice, action. For ALL Women & Girls” Write-up on theme of International Women’s Day.**



**International Women’s Day 2026
IWD 2026 # Give To Gain**



We are celebrating 115 years of International Women’s Day.

It is the time to recognize and celebrate the social, economic, cultural and political achievements of women and girls.

The United Nation has announced the official theme for International Women’s Day celebrated on 8th March as **“Rights, Justice, Action .For All Women & Girls”**

This theme highlights global inequalities in access to justice despite recognized women’s rights, urging enforcement of laws, unbiased systems and dismantling of barriers in areas like work, safety and economic participation.

The global International Women’s Day Campaign theme is # Give To Gain

Give to Gain which calls for greater investment in women through funding, mentorship, education and leadership opportunities. The idea underscores that when women are empowered, it creates broader economic growth and social progress for all.

Giving is not a Subtraction, its intentional multiplication.

When women thrive, we all rise.

Imagine a gender equal world. A world free of bias, stereotypes & discrimination.

A world that is diverse, equitable and inclusive.

A world where difference is valued and celebrated

Together we can forge women’s equality

Collectively we can all #Give to Gain

Thank you.

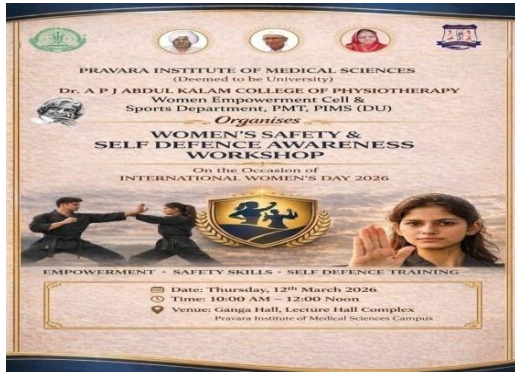


**Dr. Mrs. Vaishali Deepak Phalke
Chairman WEC PIMS (DU)**

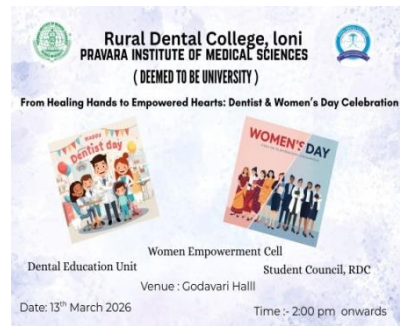
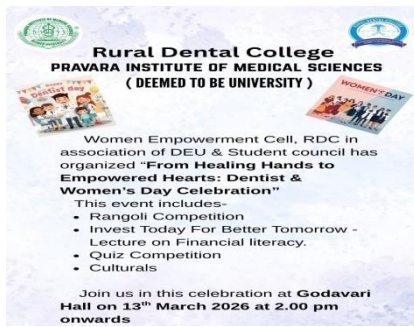
2. Sensitization of all Nursing Staff on Theme of IWD 2026 #Give to Gain.



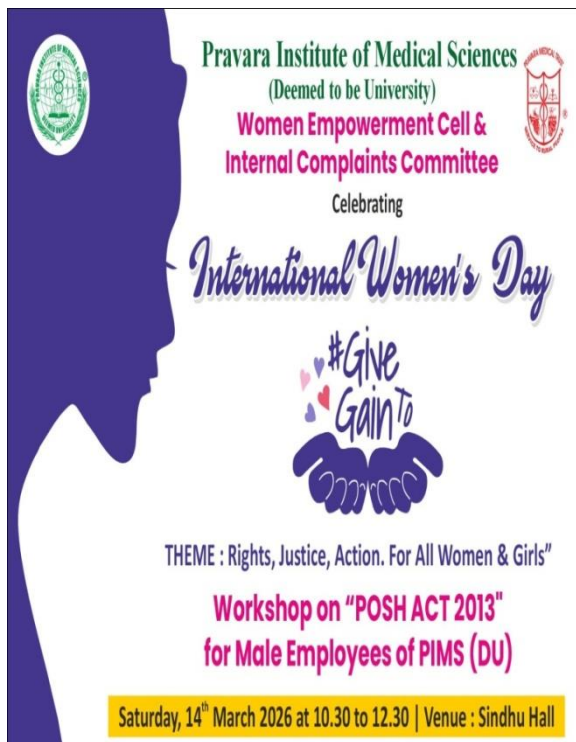
3. “Women’s Safety & Self Defense Awareness Workshop”



4. From Healing Hands to Empowered Hearts: “Dentist & Women’s Day Celebration “



5. "POSH ACT 2013" for Male Employee of PIMS (DU).



Pravara Institute of Medical Sciences
(Deemed to be University)
**Women Empowerment Cell &
Internal Complaints Committee**
Celebrating
International Women's Day
#GiveGainTo
THEME : Rights, Justice, Action. For All Women & Girls"
**Workshop on "POSH ACT 2013"
for Male Employees of PIMS (DU)**
Saturday, 14th March 2026 at 10.30 to 12.30 | Venue : Sindhu Hall



Invitation #GiveGainTo
Pravara Institute of Medical Sciences
(Deemed to be University)
Loni Bk. Tal. Rahata, Dist. Ahilyanagar (MS) India
**Women Empowerment Cell &
Internal Complaints Committee, PIMS-DU**
Celebrating
International Women's Day
THEME : "Rights, Justice, Action. For All Women & Girls"
**Workshop on
"POSH ACT 2013" for Male Employees of PIMS (DU)**
Saturday, 14th March 2026 at 10.30 am to 12.30 pm
Chief Guest
Hon'ble Shri. Dhruv Rajendra Vikhe Patil
Trustee, Pravara Medical Trust, Loni
Guest of Honour
Hon'ble Dr. Ravindra Laware
Registrar, PIMS-DU, Loni
Resource Person
Mrs. Asawari Deshpande **Dr. Mohan Pawar**
Senior Social Worker, Vipra Foundation, Nashik Professor & HoD, Dept. of FMT
Organizers
Dr. Mrs. Vaishali Phalke **Dr. Mrs. Anita Karle**
Chairman, Women Empowerment Cell, PIMS-DU Chairman, Internal Complaints Committee, PIMS-DU
Organizing Secretary
Dr. Mrs. Deepali Hande
Secretary, WEC, PIMS-DU, Loni
Venue
Sindhu Hall,
Dr. Balasaheb Vikhe Patil Lecture Hall Complex, Loni
Tal. Rahata, Dist. Ahmednagar

Glimpses of Workshop on “POSH ACT 2013” For Male Employee of PIMS (DU)



**Venue: Sindhu Hall,
Time: 10:00am to 1:00pm, Date: 14/03/2026**

Women Empowerment Cell PIMS (DU) celebrated International Women’s Day by Sensitizing all Male Employees with “POSH ACT 2013” with Duties & Responsibilities Of Males” which will help create safe & secured environment for working women.

Around six hundred Teaching, Non-teaching and Support Staff were benefited.





Glimpses of Workshop on “POSH ACT 2013” For Male Employee of PIMS (DU)

Felicitation of Female faculty with Extraordinary Contribution



Glimpses of Workshop on “POSH ACT 2013” For Male Employee of PIMS (DU)



Felicitation of Male faculty



Glimpses of Workshop on “POSH ACT 2013” For Male Employee of PIMS (DU)



Educational Material Displayed

