



Committed to developing "Conscientious, Confident & Caring quality nursing professionals"  
MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S

**Smt. Bakul Tambat Institute of Nursing Education**

(Affiliated to MSBNPE, MNC, MUHS & INC, NAAC Accredited) 'A' Grade



## Criterion I

### Curricular Aspects (2024-2025)

#### 1.3 Curriculum Enrichment

##### 1.3.2 Any other relevant information

**Maharshi Karve Stree Shikshan Samstha's  
Smt. Bakul Tambat Institute of Nursing Education,  
Karvenagar, Pune – 411052**

**Report of  
Gender Sensitivity  
(2024-25)**

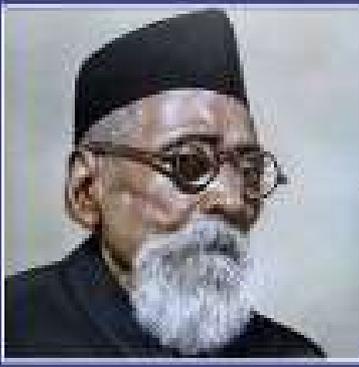
MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S  
SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION  
KARVENAGAR, PUNE-52.

# VALUE ADDED COURSE ON GENDER SENSITIVITY

2024-2025.

DATE: 1/03/2024-02/03/2024.



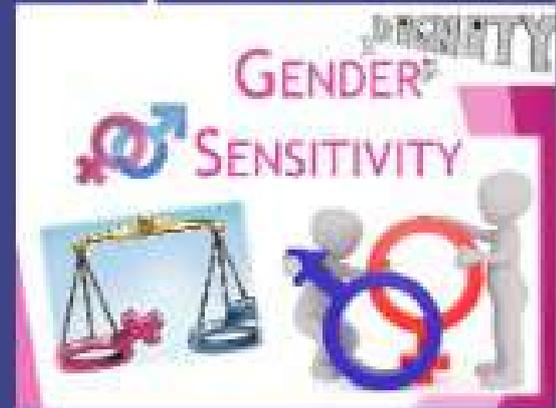


**MKSSS, Smt. Bakul Tambat Institute of Nursing Education Karve Nagar, Pune-52**

**in collaboration with**

**MKSSS Baya Karve women's study and research center**

**is organizing a Credit course on Gender Sensitivity.**



**Date: 01/03/2024 & 02/03/2024.**

**Time: 09:00 a.m. to 05:00 p.m.**

**Venue: 4th Year B.B.Sc Nursing Classroom**



Circular

Date: 27/02/2024

This is to inform you that, MKSSS, Smt. Bakul Tambat Institute of Nursing Education Karvenagar, Pune-52 in collaboration with MKSSS Baya Karve women's study and research center is organizing a Credit course on Gender Sensitivity.

Kindly available Final Year B.B.Sc Nursing students for the same.

**Date:** 01/03/2024 & 02/03/2024.

**Time:** 09:00 a.m. to 05:00 p.m.

**Venue:** 4<sup>th</sup> Year B.B.Sc Nursing Classroom

  
**PRINCIPAL**  
Sign of Principal  
Maharshi Karve Stree Shikshan Samstha's  
Smt. Bakul Tambat Institute of  
Nursing Education  
Karvenagar, Pune-411052.

**MAHARSHI KARVE STREESHIKSHAN SAMSTHA'S,  
SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION,  
KARVENAGAR, PUNE- 52.**

**Date:** 1<sup>st</sup> and 2<sup>nd</sup> March 2024.

**Time:** 9:00 am – 5:00 pm.

**Venue:** Final year B.Sc. nursing classroom

**Portal:** Offline

**Value added course on gender sensitivity.**

**Introduction.**

Gender sensitivity is the act of being aware of the ways people think about gender, so that individuals rely less on assumptions about traditional and outdated views on the roles of men and women. In language and the humanities, this is often expressed through people's language choice. People can choose more inclusive language that doesn't define gender, and many new words that are gender neutral have entered languages like English to substitute for more gender specific terms.

Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviors and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.

Gender is hierarchical and produces inequalities that intersect with other social and economic inequalities. Gender-based discrimination intersects with other factors of discrimination, such as ethnicity, socioeconomic status, disability, age, geographic location, gender identity and sexual orientation, among others. This is referred to as intersectionality.

Gender interacts with but is different from sex, which refers to the different biological and physiological characteristics of females, males and intersex persons, such as chromosomes, hormones and reproductive organs. Gender and sex are related to but different from gender identity. Gender identity refers to a person's deeply felt, internal and individual experience of

gender, which may or may not correspond to the person's physiology or designated sex at birth.

Gender influences people's experience of and access to healthcare. The way that health services are organized and provided can either limit or enable a person's access to healthcare information, support and services, and the outcome of those encounters. Health services should be affordable, accessible and acceptable to all, and they should be provided with quality, equity and dignity.

Gender inequality and discrimination faced by women and girls puts their health and well-being at risk. Women and girls often face greater barriers than men and boys to accessing health information and services. These barriers include restrictions on mobility; lack of access to decision-making power; lower literacy rates; discriminatory attitudes of communities and healthcare providers; and lack of training and awareness amongst healthcare providers and health systems of the specific health needs and challenges of women and girls.

Consequently, women and girls face greater risks of unintended pregnancies, sexually transmitted infections including HIV, cervical cancer, malnutrition, lower vision, respiratory infections, malnutrition and elder abuse, amongst others. Women and girls also face unacceptably high levels of violence rooted in gender inequality and are at grave risk of harmful practices such as female genital mutilation, and child, early and forced marriage. WHO figures show that about 1 in 3 women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.

### **Activity.**

Bakul Tambat institute of nursing education in collaboration MKSSS's Baya Karve Women's Study and Research Centre conducted a value added on gender sensitivity under RFA in final years B.Sc. nursing classroom MKSSS, Pune. The course had total of 15 hours and exam was going to be held on 2/03/2024. The resource person for the sessions were Mrs. Samruddhi Panse and Mrs. Swati Ranade along with our teacher Ms. Salwa Duste. A number of activities were conducted were final years B.Sc. nursing students had to actively

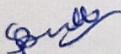
participate in. During the course students had to do some presentations based on concepts that were given by the trainers. The experts had presented the following topics to the students.

1. Key concepts of gender sensitivity
2. Building Gender awareness
3. Reciprocity as a path towards gender equality
4. Contributing to the prevention of Sexual harassment.

A total of 46 students had participated in the course.

After the completion of the course students were given a chance to express themselves and give their honest reviews on the course. All the students learnt a lot from this course and overall all had a good learning experience. An exam was conducted on the last day to assess and evaluate the understanding of the students and a certificate was provided to the students.

We are grateful that our students get an opportunity to have such value added courses which are helpful in character and value building in addition to all the curriculum that is provided by the university.

  
for Sign of Class Coordinator

  
Sign of Principal  
**PRINCIPAL**  
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## ACTIVITY GLIMPSE



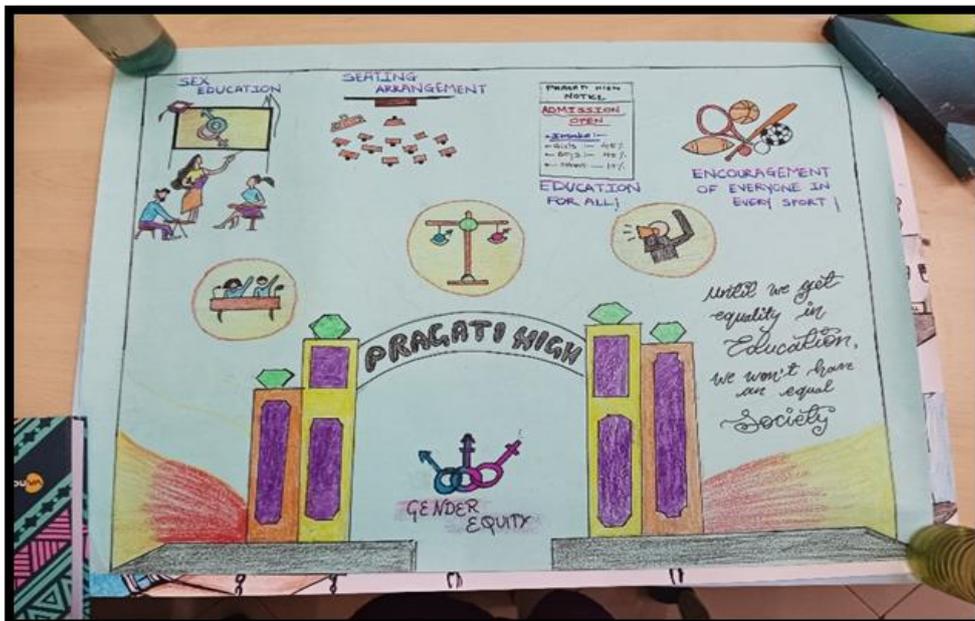
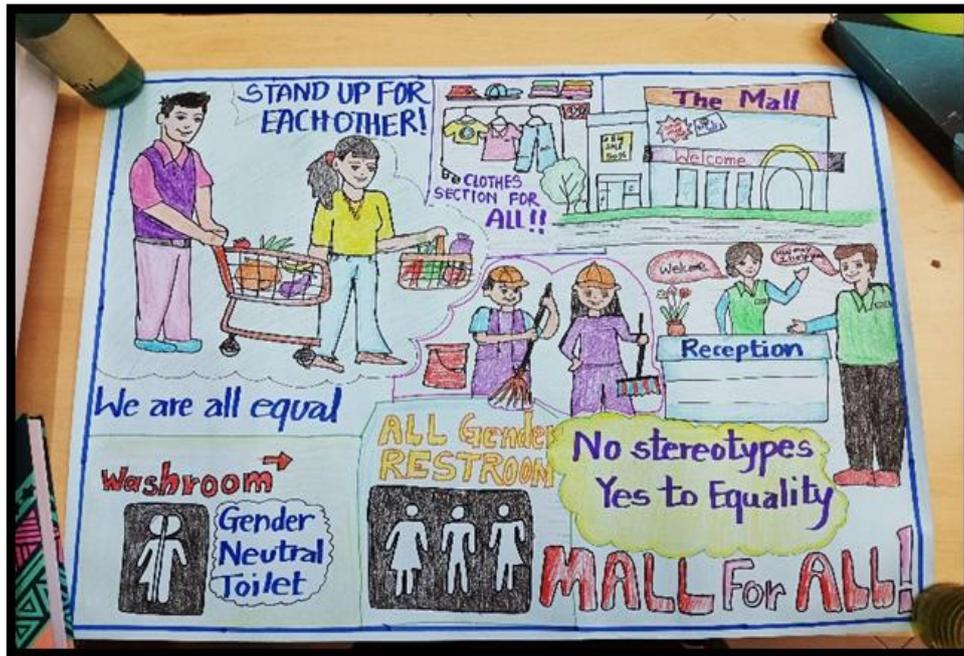
Day 1: Introduction To Gender Awareness And Gender Sensitivity, Pretest To Assess The Knowledge Of Students about issues related to gender sensitivity.



Day 2: Session on sustainable development goals, videos on various experiences of woman on gender biases etc.

Students prepared various posters on the idea about gender sensitivity and they presented their ideas in front of the group and played many games and participated in role play as well.





**Maharshi Karve Stree Shikshan Samstha's  
Smt. Bakul Tambat Institute of Nursing Education,  
Karvenagar, Pune – 411052**

**Report of  
Employability Skill Session  
(2024-25)**

MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S  
SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION  
KARVENAGAR, PUNE-411052

**REPORT ON EMPLOYABILITY  
WITH EMPATHY FOR GIRLS BY  
NANDI FOUNDATION IN  
COLLABORATION WITH MKSSS  
BTINE.**

**DATE: 06-05-2024 -15-05-2024.**



**Maharshi Karve Stree Shikshan Samstha's  
Smt. Bakul Tambat Institute of Nursing Education  
Karvenagar, Pune-411052**

**EMPLOYABILITY WITH EMPATHY FOR GIRLS BY  
NANDI FOUNDATION IN COLLABORATION WITH  
MKSSS BTINE.**



**DATE: 06-05/2024 TILL 15-05-2024.**

**TIME: 9.00 A.M. TILL 5.00 P.M.**

**VENUE: MULTIPURPOSE HALL, MKSSS  
BTINE, PUNE.**

**MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S**  
**SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION**  
**KARVENAGAR, PUNE-411052**

**Introduction**

**Date: 06-05-2024 – 15-05-2024.**

**Time: 9am till 5pm.**

**Venue: Multipurpose Hall.**

**Mode: Offline.**

**Report on employability with empathy for girls by Nandi foundation in collaboration  
with MKSSS BTINE.**

Naandi, which in Sanskrit means a new beginning; is one of the largest and fastest growing social sector organizations in India working to make poverty history.

Founded in 1998; our aim is to eradicate poverty. We also have a research arm that takes up action researches and other field based trials to check out innovations and their potential to positively influence policy. Our ideology revolves around building sustainable models within the social sector that deliver critical services efficiently and equitably to underserved communities.

It is our belief that in a globalized world for any social activity to be effective the involvement and contribution of all stakeholders direct or indirect plays an important role in making it responsive, responsible and sustainable for the communities in question. In this effort we work together with governments, communities, corporates and civil society institutions to channelize their collective resources – financial, technical and human – into creating new approaches to solve widespread poverty-related issues across the country. The aim is to make the most efficient and equitable use of every rupee spent in the sector.

This has been our journey since 1998 from when these public-private partnerships have helped us create sustainable, affordable solutions to long-pending development problems of the country: elementary education with a positive discrimination for girls, skilling and employment for the youth, sustainable livelihood opportunities for the underserved and safe drinking water & sanitation to rural households and so on.

Naandi with a team of 300 + employees and hundreds of community workers is presently working in 16 states, touching the lives of more than 1 million underserved people.

Employability with Empathy for Girls - Mahindra Pride Classroom Project of Naandi Foundation in collaboration with Smt. Bakul Tambat Institute of Nursing Education From 6th May till 15<sup>th</sup> May 2024 had planned a session with 4<sup>th</sup> year Bsc.nursing department where a full schedule was given in which various skills related to employability were taught, various activities were taken. Total of 46 students attended the course with 1 teacher Ms.Salwa Duste The schedule was as follows:

Framework for 36 hours - Offline Sessions				
Programme Goal	1. To help students overcome their fear of speaking in English			
	2. To instill confidence in students and make them socially aware and responsible citizens and succeed in the job force			
	4. To increase students employability quotient			
	Day	Sl.No.	Session Title	Duration
1	1	I am Unique	2 hrs	Life Skill
	2	Body Language & Professional Grooming	2 hrs	Soft Skill
	3	English - Language for Career	2 hrs	Communication Skill
2	4	Art of Speaking	2 hrs	Interview Skill
	5	Goal setting & Time Management	2 hrs	Soft Skill
	6	Job Opportunity	2 hrs	Interview Skill
3	7	Interview Preparation 1	2 hrs	Interview Skill
	8	Professional Communication	2 hrs	Communication Skill
	9	Acing a Group Discussion	2 hrs	Interview Skill
4	10	Professional Ethics	2 hrs	Soft Skill
	11	Critical Thinking	2 hrs	Life Skill
	12	Presenting a Project	2 hrs	Soft Skill
5	13	Interview Preparation 2	2 hrs	Life Skill - Interview skill
	14	Group Presentation	2 hrs	Presentation Skill
	15	Digital Identity	2 hrs	Life Skill
6	16	Art of Speaking - Assessment	2 hrs	Interview Skill
	17	Problem solving	2 hrs	Soft Skill
	18	Money Management	2 hrs	Soft Skill

Day wise report:

Day 1: Date: 06/05/2024

### Introduction

The session commenced with an orientation of the Mahindra Pride Classroom, highlighting its objectives and scope. The participants were provided with an overview of the program and its relevance to their personal and professional development. The importance of soft skills and employability skills in today's competitive job market was emphasized, setting the stage for subsequent training.

### Understanding Uniqueness and Self-awareness

The concept of "uniqueness" was introduced to the participants, emphasizing the significance

of understanding oneself and recognizing individual differences in various aspects of personal and professional growth. The facilitators guided the participants in exploring their own strengths, weaknesses, and areas for improvement, fostering self-awareness as a crucial aspect of personal development. Furthermore, the importance of maintaining a positive attitude in all endeavours was discussed, emphasizing its impact on overall success.

### Body Language and Professional Impact

A significant portion of the session was dedicated to train the participants on the importance of body language in a professional environment. The facilitators elaborated on the various non-verbal cues and gestures that can positively or negatively impact others. The participants were provided with practical examples and exercises to enhance their understanding of effective body language, enabling them to establish better connections and rapport with others in professional settings.

### Communication Skills and English Language Proficiency.

The training also focused on the vital role of communication skills in personal and professional growth. The facilitators discussed the importance of effective communication in conveying ideas, collaborating with others, and building strong relationships. The significance of the English language in today's globalized world was highlighted. The participants were acquainted with strategies to improve their English language proficiency, including vocabulary building, grammar, and pronunciation.

Day 2 Date: 8/05/2024.

The following topics were covered during second day of the workshop:

**Job Opportunities:** The objective of this discussion was to provide information and guidance to participants regarding potential job openings and career prospects. The session aimed to equip participants with the necessary knowledge and resources to make informed decisions about their career paths. The facilitator presented an overview of the current job market, emphasizing industry trends and emerging sectors. The facilitator shared tips on crafting an impactful resume and writing compelling cover letters. Participants engaged in an interactive exercise to identify their transferable skills. Participants had the opportunity to ask questions and seek clarifications on any aspect related to job opportunities. The discussion provided participants with valuable insights and resources to enhance their job search efforts.

**Goal Setting and Time Management:** The Goal Setting and Time Management discussion equipped participants with practical tools and techniques to set meaningful goals and manage their time effectively. Attendees gained a deeper understanding of the importance of goal setting and its impact on personal and professional success. They also learned various strategies for prioritizing tasks, overcoming procrastination, and optimizing their time allocation. The session fostered a sense of empowerment, enabling participants to take

control of their schedules, enhance productivity, and achieve their desired outcomes.

**Life Skills:** The Life Skills discussion provided participants with a holistic understanding of essential life skills necessary for personal and professional success. Students left the session with improved communication skills, emotional intelligence, and decision-making abilities. They also gained insights into stress management, adaptability, collaboration, and financial literacy. The discussion fostered a sense of empowerment, enabling participants to navigate various life situations effectively and enhance their overall well-being.

Day: 03 - Date: 09/05/2024.

The key points covered on Day 3 of the training program, including money management, digital identity, and professional communication. It also outlines the activities conducted to reinforce the learning objectives.

### 1. Money Management and Budgeting

The training program emphasized on the importance of money management and budgeting in achieving financial stability and success. On Day 3, the following key points were addressed:

- **Understanding Personal Finances:** Participants were provided with an overview of personal finance concepts, including income, expenses, savings, and investments. They learned how to assess their financial situation and set realistic goals.
- **Budgeting Techniques:** Participants were guided on how to allocate their income effectively, prioritize expenses, and track their spending.

### 2. Digital Identity

Building a strong digital identity, particularly on platforms like LinkedIn, is very essential in today's professional environment. The following key points were covered, along with related activities:

- **Making a Linked In Account:** As an activity, participants were guided through the process of creating their own LinkedIn accounts. They were encouraged to connect with fellow participants and explore networking opportunities within the program.
- **LinkedIn Profile Optimization:** Participants learned how to create a compelling LinkedIn profile that highlights their skills, experience, and achievements. They were guided on optimizing their profile with relevant keywords, professional headshots, and engaging summaries.
- **Emailing and CC/BCC:** The program emphasized the importance of professional email communication. Participants learned the distinctions between CC (carbon copy) and BCC (blind carbon copy) recipients. They also practiced sending emails to fellow students, demonstrating effective email etiquette.

### 3. Professional Communication

Effective professional communication is vital for successful collaboration and career growth. The following key points were addressed, along with associated activities:

- **Group Presentation or Group Act:** Participants engaged in a group activity where they brainstormed industrial roles and responsibilities. They collaborated to create a presentation

or a group act, highlighting the significance of effective teamwork and communication. Another group was engaged with the topic; social media and Its Components. Participants brainstormed and did mind mapping about the various components of social media and their impact on professional communication through group presentations and Role plays.

- Memory Wall: To foster a positive learning environment, a memory wall was created.

Participants were encouraged to contribute positive memories, or experiences of their life so far. The memory wall aimed to inculcate positivity and motivation among the participants.

Day: 4: Date:10/05/2024.

The key points covered on Day 4 of the training program including professional ethics, critical thinking, and presenting skills.

### 1. Professional ethics:

The trainers define professional ethics as the moral principles and standards that guide the behavior and conduct of individuals in a specific profession or occupation. They define the expected behavior and responsibilities of professionals, ensuring integrity, competence, and trustworthiness. The importance of professional ethics was told, as they promote accountability, protect the interests of clients and the public, and maintain the reputation and credibility of the profession.

The six pillars of professional ethics, namely trustworthiness, respect, responsibility, fairness, caring, and citizenship was explained. These pillars serve as a foundation for ethical behavior in both personal and professional realms, emphasizing the values necessary for individuals to make ethical decisions and contribute positively to society.

Apart from this a GD was conducted and based on this some helpful sentences which could be used in GD were explained. The role of quantity and quality of content in GD was discussed.

### 2. Critical thinking

This session started with defining the role of happiness and its importance for individuals. This was followed by defining critical thinking. Critical thinking was crucial for problem solving, decision making, and adapting to complex challenges in an ever-changing world. Ways to improve critical thinking were discussed, some of them were practicing questioning assumptions, evaluating evidence objectively, considering alternative perspectives, seeking out diverse sources, and engaging in logical reasoning and analysis of information.

### 3. Presenting a project

The presentation skills and their relevance were explained. In presenting skills, it's important to consider the following Points:

- Prepare thoroughly, researching and organizing your content.
- Use a clear structure with an introduction, main points, and conclusion.
- Engage the audience through eye contact, gestures, and clear speech.
- Utilize visual aids effectively, but avoid overload or distraction.
- Be mindful of audience needs, adapting your presentation to their interests and knowledge

level.

The Mahindra Pride Classroom Orientation and Soft Skill Training program focuses on providing participants with valuable skills and knowledge for personal and professional success. Day 4 of the program covered several important topics. Firstly, professional ethics were discussed, emphasizing the moral principles and standards that guide behavior in a specific profession. The six pillars of character, such as trustworthiness and responsibility, were explained as the foundation for ethical decision-making. Additionally, critical thinking was explored as a crucial skill for problem-solving and decision-making in a rapidly changing world. The session highlighted various ways to improve critical thinking, including questioning assumptions and evaluating evidence objectively. Lastly, presenting a project was addressed, emphasizing the importance of thorough preparation, clear structure, audience engagement, effective use of visual aids, and adaptation to audience needs. These skills are highly relevant in the professional world as they promote ethical behavior, effective problem-solving, and impactful presentations, enhancing individuals' overall competence and credibility.

#### **Day- 05 Date: 14/05/2024.**

The key points covered on the fifth day of the training program include interview skills, presentation skills, and soft skills- problem-solving.

##### **1. Interview Skill- Interview Readiness**

The trainers defined interviews as verbal communication helping in developing positive attitudes and developing communication and listening skills. They said an interview is a great medium to showcase personality, highlight strength and present a positive attitude of potential. They highlight the importance of a resume and its elements, and how to design a resume with an app. Video resume was also focused by the trainers. The trainers explained the basic thing one should keep in mind while framing a resume and focus on do's and don'ts in a resume. They discussed important job portals, company websites, and other networking sites.

##### **2. Presentation Skill- Group Presentation**

The second session was focused on presentation skill in which group presentation was conducted on different topics. This activity helps to enhance the confidence level of students.

##### **3. Soft Skill- Problem-Solving.**

This session was based on various activities related to problem-solving. A video based on a problem was shown to the students and then a discussion was conducted on the same. A group work of problem-based learning was provided to the students. An image of six blind men and an elephant was shown to the students and discussed. The trainers presented six thinking hats strategies for problem-solving.

The fifth day of soft skill training was focused on interview skills, presentation skills, and problem-solving skills which help the students face various interviews in the future. The participants of different streams get benefited from valuable skills and knowledge provided by the trainers of Mahindra Pride Classrooms orientation and soft skill training program. They conducted various interaction sessions which enhance the confidence of participants to explore their potential in the right way. All the sessions highlight interview readiness, different strategies of presentation, and problem-solving skills.

**Day 6:15/05/2024.**

During the final day, participants were educated about various interview platforms and provided with effective strategies for handling interviews. They engaged in practical exercises involving situational questions. Additionally, students were instructed to review all the topics covered throughout the training program as questions were posed on different subjects. The trainers addressed any doubts the students had regarding the various topics discussed throughout the entire training session. Finally, the students delivered presentations on their assigned tasks.

  
to Sign of Class Coordinator

  
Sign of Principal  
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## GLIMCE OF ACTIVITIES





**Pune, Maharashtra, India**

Maharshi Karve Stree Shikshan Samstha Campus, FRQ9+47Q, Dnydeep Colony,  
Hingne Budruk, Karve Nagar, Pune, Maharashtra 411052, India

Lat 18.487938°

Long 73.818069°

09/05/24 04:18 PM GMT +05:30

**GPS Map Camera**



**Pune, Maharashtra, India**

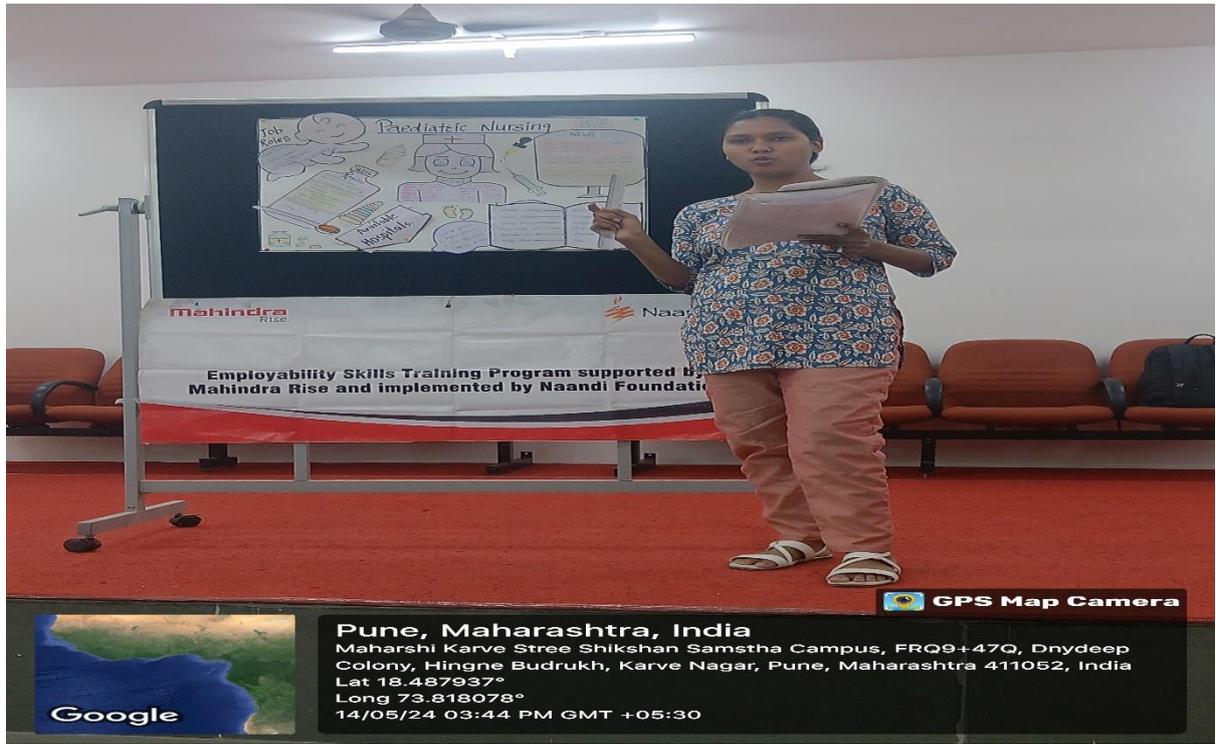
Maharshi Karve Stree Shikshan Samstha Campus, FRQ9+47Q, Dnydeep Colony,  
Hingne Budruk, Karve Nagar, Pune, Maharashtra 411052, India

Lat 18.487936°

Long 73.818062°

09/05/24 10:41 AM GMT +05:30

**GPS Map Camera**



Report prepared by: Ms. Salwa Duste.