



MARATHWADA MITRA MANDAL'S

SHANKARRAO CHAVAN LAW COLLEGE

Accredited with 'A' Grade by NAAC

202/A, DECCAN GYMKHANA, PUNE - 411 004.

Affiliated to Savitribai Phule Pune University & Approved by Bar Council of India, New Delhi
(Permanent Reg. No. - Id No. : PU / PN / Law / 179 - 2002)



Late. Shri. Shankarrao Chavan
Founder President

Shri. Shivajirao D. Ganage
President

Prin. Bhausahab Jadhav
Exe - President

Date- 23rd December 2024

Family Counselling Centre

Half Yearly Report of the Academic Year 2024-2025

Being established in the year 2013, Family Counselling of Shankarrao Chavan Law College stands as a commitment towards societal well-being. Recognizing the complexities of modern family life, the Family Counselling Centre provides a safe haven for individuals and families seeking guidance, counselling, and legal support.

Under the esteemed leadership of Hon'ble Mr. V.V. Shahapurkar, Former Principal Judge of the Family Court, Pune, and Founder President of the centre, the Centre has become a vital resource for those navigating marital discord, parental conflicts, child custody disputes, and other family-related challenges. The Centre's multidisciplinary team, comprising legal experts, medical professionals, and experienced counsellors offers tailored solutions by collaborating with each other. By integrating counselling sessions, mediation services and legal advice, the Centre empowers individuals and families to amicably resolve conflicts and rebuild stronger relationships.

Objectives of the centre –

- To identify and address underlying issues in relationships, fostering understanding and resolution.
- To Provide comprehensive support to individuals, couples and families through pro bono counselling, expert guidance and practical tools for improved communication, conflict resolution, and navigating life stages, with medical and legal referrals as needed.



- To provide information about legal rights and remedies, and provide comprehensive legal guidance and assistance for family problems to ensure access to justice.
- To educate and train future legal professionals, promoting a deeper understanding of family law and its impact on society.
- To provide students with hands-on experience through visits to relevant institutions, such as Family Courts, NGO's, Mahila Bal Kalyan offices etc enhancing their knowledge and skills.

Activities Conducted in the Academic Year 2024-2025 till December 2024

One-day workshop 'Balance in Relationships - Expectation and Reality'

A One day workshop on 'Balance in Relationships- Expectation and Reality' was organised on 17th August 2024 by Family Counselling Centre of Shankarrao Chavan Law College, Pune. The workshop was inaugurated by Adv. Priti Paranjape, Dr. Kranti Deshmukh, Principal of the college and Secretary of the Family Counselling Center, Pune and Dr. Shamsuddin Tamboli, President of the Muslim Satyashodhak Mandal and member of Family Counselling Centre Pune graced the occasion with his presence.



Inauguration of the workshop



Adv. Priti Paranjpe delivered a session on 'Balance in Relationships - Complexities of Law,' which provided a crucial legal perspective on maintaining equilibrium within various relationship dynamics. The session explored how legal frameworks intersect with personal relationships, examining areas such as marriage, divorce, domestic partnerships, child custody, and property rights. Adv. Paranjpe highlighted the importance of legal awareness in navigating relationship challenges and emphasized the role of legal counsel in protecting individual rights and ensuring fair outcomes in disputes. The session underscored the complex interplay between personal dynamics and legal regulations, offering valuable insights for attendees.



Adv. Priti Paranjpe delivered a session on 'Balance in Relationships - Complexities of Law'

Dr. Gauri Kanitkar, CEO, Anurup Vivah Sanstha and a Marriage Counsellor, interacted with audience on the topic 'Compatibility in Relationships - Why and How?' This session explored the crucial role of compatibility in building and maintaining successful relationships. Dr. Kanitkar discussed various facets of compatibility, including values, interests, communication styles, life goals and personality traits. She has also provided insights into how couples can assess their compatibility, identify potential areas of conflict and develop strategies for navigating differences effectively by sharing her experiences. The session emphasized the importance of understanding and appreciating individual differences while fostering a sense of shared purpose and connection.





Dr. Gauri Kanitkar, CEO, Anurup Vivah Sanstha and a Marriage Counsellor interacted with audience

Dr. Anjali Deshpande, a Social Worker from Drishti Stree Adhyayan Prabodhan Kendra, Pune delivered a session on 'Role of Women in Maintaining Relationships - Yesterday and Today.' This session offered a historical perspective on women's roles within various relationship contexts, exploring how these roles have evolved over the time due to social, cultural, economic, and legal changes. Dr. Deshpande traced on the shift from more traditional often subservient roles to the more diverse and empowered roles women hold today. The session highlighted the impact of these changes on relationship dynamics, emphasizing the importance of mutual respect, equality, and shared responsibility in modern relationships.



Dr. Anjali Deshpande, a Social Worker from Drishti Stree Adhyayan Prabodhan Kendra, Pune delivered a session on 'Role of Women in Maintaining Relationships - Yesterday and Today'



Dr. Shamsuddin Tamboli, President of the Muslim Satyashodhak Mandal and a Counselor at the Family Counselling Center, Pune, conducted a session titled 'Maintaining Harmony in Relationships – Sharing Experiences.' This session provided a valuable opportunity for attendees to hear first hand insights and experiences related to fostering healthy and harmonious relationships. Dr. Tamboli drew upon his extensive experience as a counsellor and community leader to share practical advice, anecdotes, and strategies for navigating relationship challenges and building stronger connections. The session emphasized the importance of empathy, understanding, communication, and mutual respect in maintaining harmonious relationships



Dr. Shamsuddin Tamboli, President of the Muslim Satyashodhak Mandal and a Counselor conducted a session titled 'Maintaining Harmony in Relationships – Sharing Experiences.'

Students of SCLC contributed to the workshop with a thought-provoking skit. This artistic performance served as a creative interpretation of the relationship dynamics discussed throughout the sessions. The skit explored themes such as communication, conflict resolution, or the impact of societal expectations on relationships, providing a visual and engaging representation of these concepts.



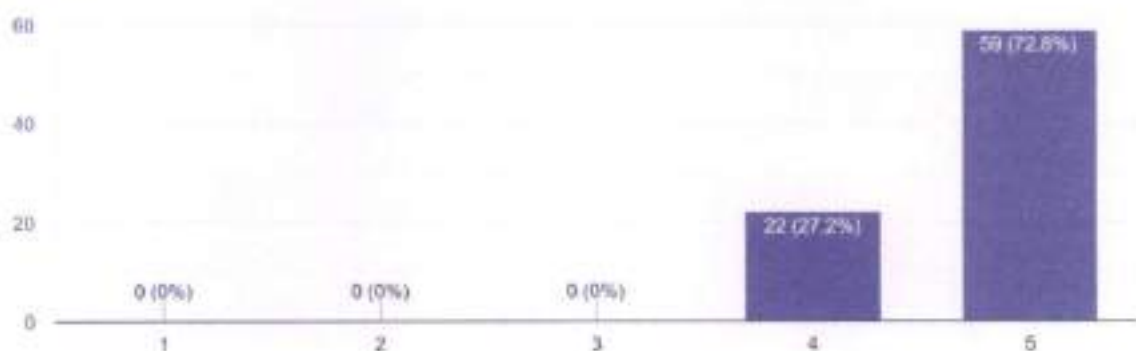
The workshop provided a comprehensive exploration of relationships, encompassing diverse perspectives from legal, social, historical, and practical standpoints. The sessions addressed crucial aspects such as the legal complexities impacting relationships, the influence of societal expectations, the evolving roles of women across time, and practical strategies for fostering harmony. The inclusion of an artistic presentation further enriched the event, creating a well-rounded and engaging experience for all attendees.

The workshop was well-attended, with 84 participants actively engaging in the sessions. Feedback from the participants has been overwhelmingly positive, indicating the workshop's success in providing valuable insights and fostering meaningful discussions.

Feedback of the workshop

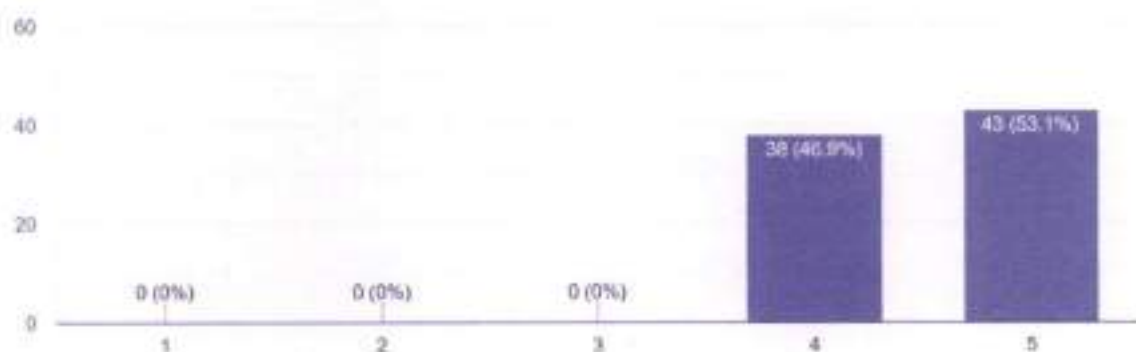
The workshop met your expectations in terms of its effectiveness

81 responses



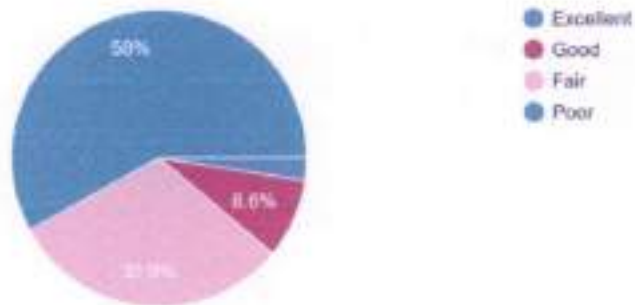
The content and material used in workshop is useful

81 responses



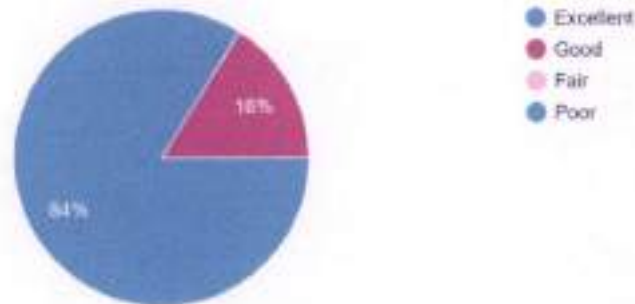
Your knowledge on the topic before the workshop

81 responses

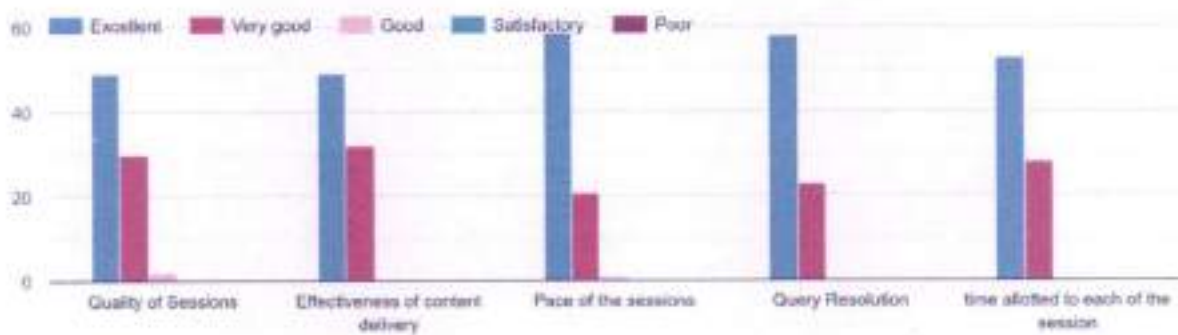


Your knowledge on the topic after the workshop

81 responses



Please rate the workshop on following elements



**National Conference on 'Empowering Women Workers in the Construction Industry
A Socio-Legal Dialogue'**

Held on Saturday, the 19th October 2024 at

**Conference sponsored by
National Commission for Women**

Women in the unorganized sector face a multitude of challenges that often go unnoticed or unaddressed. This sector is characterized by informal employment, lack of job security, and limited labour protections, disproportionately affects women. To address the issues of unorganized workers many laws including Unorganized Workers Social Security Act, 2008 were passed. However, much needs to be achieved in terms of implementation and enforcement of rights by workers in unorganized sector specifically women.

The vulnerability of women in the unorganized sector has certain industry-specific dimensions, for example, the construction sector in India, while a significant contributor to the country's GDP, faces challenges in terms of gender equality. Despite its importance, women's participation in the sector remains low due to a combination of internal and external factors. Internal factors include women's attitudes towards the profession and societal perceptions of the construction sector. These factors can deter women from entering or staying in the field. External factors, such as difficulty in balancing work and personal life, inflexible working hours, and inadequate recruitment and gender policies, further hinder women's participation.

The unorganized construction sector, where a majority of women work, is plagued by systemic issues that disproportionately affect women. Low wages, contractual engagement, and limited bargaining power hinder women's ability to advocate for fair treatment and better working conditions. The use of contractors and subcontractors further complicates the situation, allowing employers to evade responsibility towards their employees. To address these and many more challenges, the Family Counselling Centre has arranged this conference. This conference brought together all stakeholders, including women worker in construction sector, advocates, professionals, and enforcement agencies for brain storming discussions and they had given concrete recommendations.

Objectives of the conference:

1. To create awareness about the legal regime pertaining to women workers in unorganised sectors specifically, construction Industry
2. To provide a common platform for discussion about the socio legal issues of women workers in construction industry in Maharashtra
3. To initiate the dialogue to find sustainable solutions to the problems faced by women in unorganised sector specifically, construction industry
4. To create awareness about the various governmental welfare schemes available for construction workers and facilitate the effective enforcement of it



Expected outcome :

1. The conference will throw light on the vulnerabilities of women workers in unorganised sector specifically, construction Industry and its socio-legal dimensions
2. It will initiate the networking among various stakeholders of the construction industry such as construction workers, enforcement agencies such as construction welfare board, District Legal Services Authority
2. It will create awareness about their rights and enforcement mechanism among various stakeholders
3. It will be a catalyst for creating awareness about governmental welfare schemes for construction workers and its effective enforcement

Contents:

1. Women workforce in unorganised sector – Constitutional perspective.
2. Women in unorganised sector – Issues & challenges.
3. Empowerment of women in unorganised sector – Judicial response.
4. Equal participation of women in workforce – Issues and challenges in the Construction Industry
5. Gender equality and women in the unorganised sector.
6. Pay parity and women in the Construction Industry.
7. Occupational Safety and women in the unorganised sector / Construction industry.
8. Women in unorganised sector and social security measures.
9. Sexual Harassment at the work place and women in unorganised sector / Construction industry

SCHEDULE OF THE CONFERENCE:

| Sr. No | Name of Event | Name of the Guest/ Resource Person | Time | Name of the topic |
|--------|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------------------------------------|
| 1. | Inaugural Session | Justice Shalini Phansalkar Joshi, Former Judge, High Court of Bombay, Mumbai Hon'ble Rupali Chakankar, Chairperson, Maharashtra State Commission for Women, Mumbai Adv. Shrikant Malegaonkar Labour Law Practitioner, Pune | 9.00 a.m. to 10.00 a.m. | ----- |
| 2. | Technical I | Prof (Dr.) Durgambini Patel | 10.15 a.m. to 11.00 | Women in Unorganised Sector- Legal Framework |



| | | | | |
|---------------------------------------|--------------------|----------------------------------------------------------------------|---------------------|-----------------------------------------------------------------------------------------------|
| | | Dean, NMIMS's Kirit T. Mehta School of Law, Mumbai | | |
| 3. | Technical II | Adv. Rama Sarode Advocate and Social Activist | 11.00 to 11.45 a.m. | Sexual Harassment at Workplace and Women in Unorganised Sector |
| 4. | Technical III | Mr. Abhay Gite Deputy Commissioner of Labour | 11.45 to 12.30 | 1.Social Security Measures and Women in Unorganised Sector specifically Construction Industry |
| Lunch Break 12.30 to 1.30 p.m. | | | | |
| 5. | Technical IV | Adv. Yashpal Purohit Expert in Legal Aid | 1.30 To 2.30 p.m. | Role of DLSA in Protecting Rights of Women in Unorganised Sector and Free Legal Aid |
| 6. | Paper Presentation | | 2.30 to 4.00 p.m. | ----- |
| 7. | Validictory | Prof. (Dr.) Sarasu Thomas Director, Manipal Law School, Bengaluru | 4.00 to 5.00 p.m. | ----- |

Inaugural programme at the auspicious hands of Justice Shalini Phansalkar Joshi, Former Judge, High Court of Bombay, Mumbai and Adv. Shrikant Malegaonkar Labour Law Practitioner, Pune –

The conference was inaugurated at the auspicious hands of Chief Guest, Hon'ble Justice Shalini Phansalkar – Joshi, Former Judge, High Court of Bombay, Mumbai by lighting off lamp in the presence of Guest of Honour , Adv. Shrikant Malegaonkar, Labour Law Practitioner, Pune and other dignitaries. Dr. Kranti Deshmukh, Principal, SCLC welcomed the guests and all the participants and delivered a concept note of this conference. Dr. Revati Naik, Faculty Coordinator has introduced the guests to the audience. After a felicitation programme, an informative booklet on various schemes launched by Govt, for the betterment of workers in unorganised sector prepared by Shankarrao Chavan Law College named 'Shakti' was released at hands of Chief Guest Hon'ble Justice Shalini Phansalkar – Joshi, Former Judge, High Court of Bombay, Mumbai.

Adv. Shrikant Malegaonkar outlined the challenges faced by women in the construction industry, including gender inequality, skill gaps, poor working conditions, and limited legal protection. He stressed the need for equal participation, addressing wage disparities, and providing skill development opportunities. He also highlighted the impact of cultural and social barriers on women's employment and the need for legal and policy reforms to create a more equitable and inclusive work environment.

Hon'ble Justice Shalini Phansalkar-Joshi emphasized the vulnerability of women in society, particularly those in the informal sector, who often face multiple responsibilities and limited access to resources. She expressed concern over the plight of women construction workers,



especially migrants, who lack basic amenities and face discrimination and exploitation. She underscored the importance of ensuring equal opportunities, fair wages, and access to social security benefits for all women workers and commended SCLC for addressing these critical issues.



Inauguration of National Conference at the auspicious hands of Hon'ble Justice Shalini Phansalkar – Joshi, Former Judge, High Court of Bombay, Mumbai



Hon'ble Justice Shalini Phansalkar – Joshi, Former Judge, High Court of Bombay, Mumbai delivered a key note address in the inaugural programme





Adv. Shrikant Malegaonkar, Labour Law Practitioner, Pune delivered address in the inaugural programme



Audience of the National Conference





Hon'ble Justice Shalini Phansalkar – Joshi, Former Judge, High Court of Bombay, Mumbai, Adv. Shrikant Malegaonkar, Labour Law Practitioner, Pune, Prin. B.G. Jadhav, Exe. President , MM institute, Dr. Kranti Deshmukh, Principal, SCLC Dr. Pravin Motiwala, Dr. Shamsuddin Tamboli, Shri Sudam Gayke, Counsellors of FCC and Dr. Shirish Jadhav unveiled informative booklet on various Govt. Scheme 'Shakti' for women workers

Session – I- Women in unorganised sector – Legal framework by Prof. Dr. Durgambini Patel, Dean, NMIMS's Kirit T. Mehta School of Law, Mumbai

Prof. Dr. Duragmbini Patel highlighted the multifaceted nature of social security for women in the construction industry, emphasizing the intersection of gender justice, labor economics, and social and cultural factors. She underscored the lack of political will to address the needs of unorganized sector workers, particularly women, and the shortcomings of existing legislation like the Social Security Act of 2008. She also drew attention to the challenges faced by migrant workers, including wage disparities, lack of basic amenities, and limited access to healthcare. She called for comprehensive policy reforms, skill development programs, and improved working conditions to ensure the well-being and empowerment of women in the construction industry.





Prof. Dr. Duragmabini Patel delivered address on Women in unorganised sector – Legal framework

Session – II - Sexual harassment at workplace and women in unorganised sector By Adv. Rama Sarode, Social Worker, Pune

Adv. Rama Sarode began her address by referencing significant legal cases and acts related to sexual harassment, such as the Vishakha guidelines and the POSH Act of 2013. She highlighted the prevalence of sexual harassment in the construction industry, often perpetrated by contractors. She expressed concern over the lack of accountability among builders, the fear of retaliation faced by victims, and the absence of mental health support. Additionally, she pointed out the challenges posed by informal employment contracts, limited access to legal remedies, and the overall neglect of women's dignity and safety in the workplace.



Adv. Rama Sarode, Social Worker, Pune delivered address on Sexual harassment at workplace and women in unorganised



Session – III- Registration of workers and Schemes & benefits to registered workers By Mr. D D Pawar – Asst. Labour Commissioner, Maharashtra Building & other Construction Workers Kalyankari Mandal

Mr. D. D. Papwar shed light on the comprehensive range of schemes and benefits available to registered construction workers. These include the provision of essential safety kits to ensure worker safety, the implementation of the Equal Remuneration Act to guarantee equal pay for equal work, and the widespread use of eSharam cards for efficient tracking and delivery of benefits. Registered workers also stand to benefit from various maternity benefits, financial assistance for their children's education, comprehensive medical coverage, and insurance against accidents and disabilities.

The conference successfully engaged a significant number of women working in the construction industry, providing them with a valuable platform to voice their concerns, learn about their rights, and explore opportunities for empowerment. Their participation underscores the growing recognition of women's contributions to the construction sector and the need to address the specific challenges they face.



Mr. D D Pawar, Asst. Labour Commissioner, Maharashtra Building & other Construction Workers Kalyankari Mandal delivered address on Registration of workers and Schemes & benefits to registered workers

Session – IV- Role of DLSA in protection of rights of women in Unorganised Sector and free legal aid by Adv. Yashpal P. Chitambar – Expert Legal Aid, Pune



Adv. Yashpal Purohit, an expert in legal aid, highlighted the critical role of District Legal Services Authorities (DLSA) in protecting the rights of women in the unorganized sector. He emphasized that DLSAs offer free legal aid services, empowering women to seek justice and redress grievances. By providing legal counseling, representation, and assistance with legal procedures, DLSAs significantly contribute to empowering women and ensuring their access to justice.

Paper Presentation –

A total of 92 participants from across the country showcased their research and insights through paper presentations on a wide range of topics. These presentations provided a platform for knowledge sharing, critical discussion, and the exchange of innovative ideas. The diverse perspectives and expertise of the presenters enriched the conference, fostering a stimulating intellectual environment.



Adv. Yashpal Purohit – Expert in Legal Aid, Pune delivered address on Role of DLSA in protecting rights of the women in Unorganised Sector and free legal aid





Women Workers form Construction Industry attended the National Conference

Valedictory Ceremony at the hands of Prof. Dr. Sarasu Thomas – Director, Manipal Law College, Bengaluru

Dr. Kranti Deshmukh, Principal, SCLC warmly welcomed the distinguished guest, Prof. Dr. Sarasu Thomas. Asst. Prof. Aarti Pande further introduced the esteemed guest to the audience.

In her insightful address, Prof. Thomas delved into the multifaceted challenges faced by women, not just in the professional realm but also within societal and familial contexts. She expressed concern over the various risks that women encounter in these domains. Notably, she emphasized the often-overlooked contributions of housewives, who work tirelessly around the clock, 365 days a year. She highlighted their pivotal role in family development, societal progress, and nation-building, a contribution that is frequently undervalued. Prof. Thomas advocated for greater recognition and appreciation of their invaluable work.

The conference concluded on a positive note with a heartfelt vote of thanks delivered by Asst. Prof. Shital Keskar.



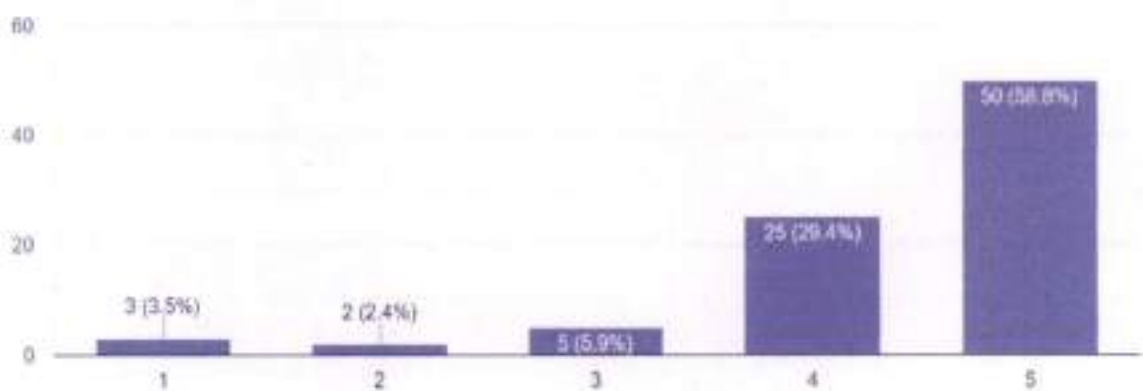


Prof. Dr. Sarasu Thomas, Director, Manipal Law College, Bengaluru delivered address in Valedictory programme

Feedback of the Conference

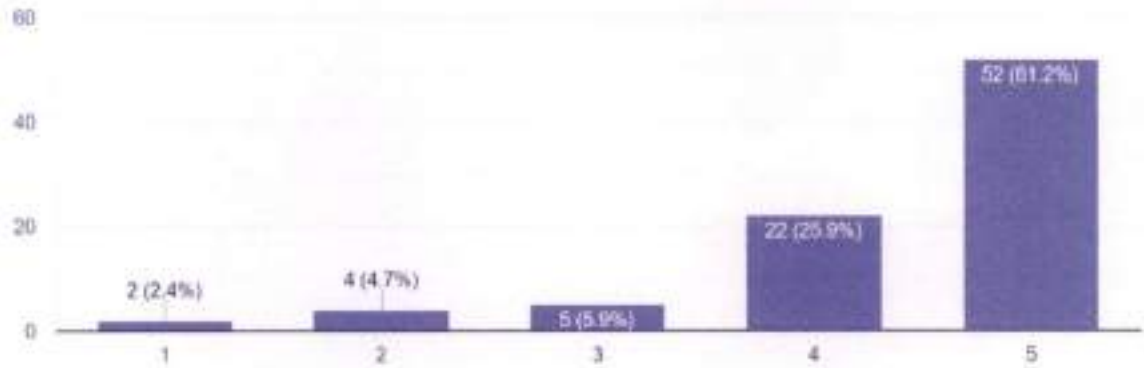
The Conference met your expectations in terms of its effectiveness

85 responses



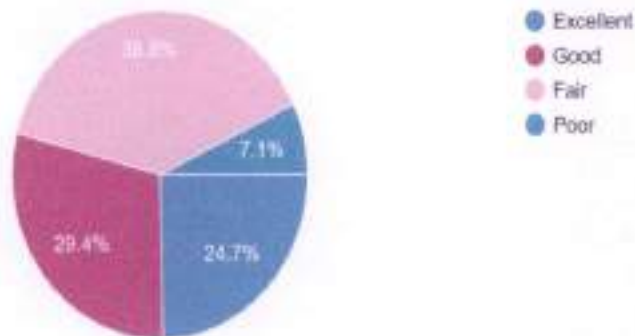
The content and material used in Conference is useful

85 responses



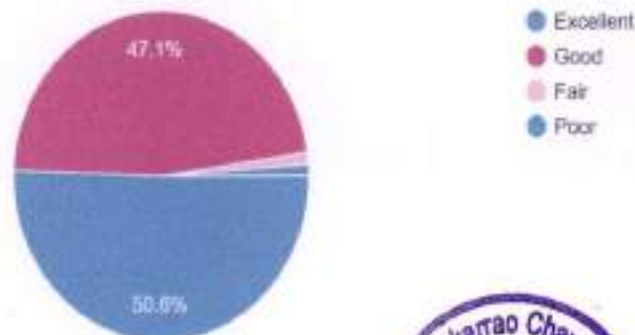
Your knowledge on the topic before the Conference

85 responses

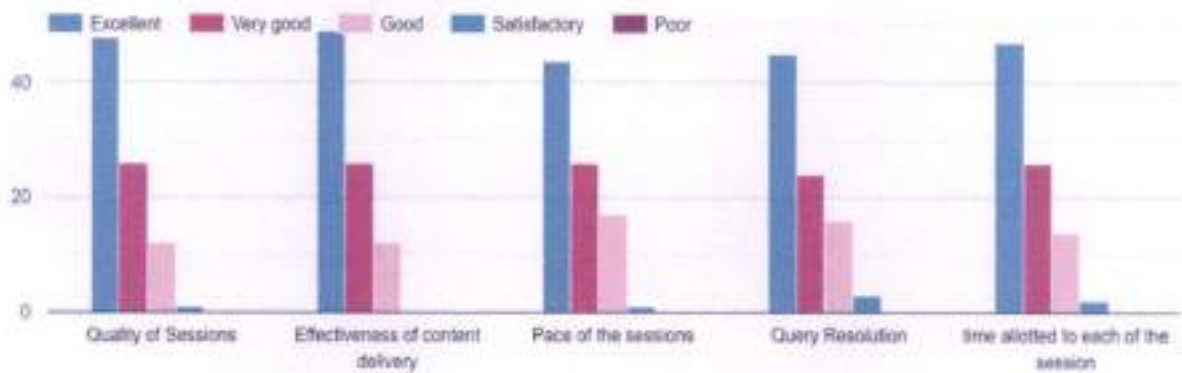


Your knowledge on the topic after the Conference

85 responses



Please rate the Conference on following elements




Dr. Kranti Deshmukh
Principal, SCLC


Dr. Revati Naik
Faculty Coordinator


Ms. Krushna Badade
Faculty Coordinator


Ms. Shital Keskar
Faculty Coordinator

