

# REPORT

## ✦ National Seminar ✦

# WOMEN IN SPORTS

15<sup>th</sup> December 2022



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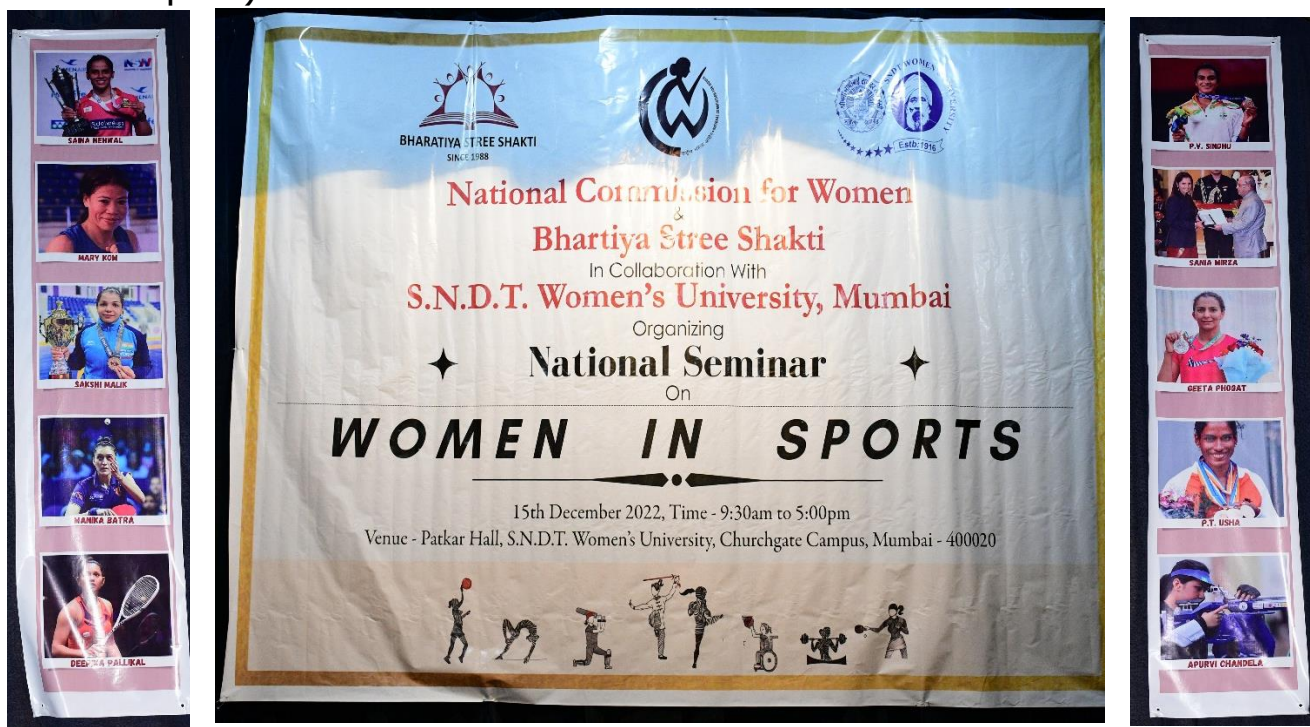
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**Bharatiya Stree Shakti publication no. 48**

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# 1. FOREWORD

Bharatiya Stree Shakti (BSS) is an esteemed organization working pan India for women empowerment since 1988. India is land of diversity with people from different religions and cultures. One negative conformity observable everywhere is gender discrimination across various regions, religions and cults. BSS is amongst many, the organizations which are working for gender equality and women empowerment. Focused and concerted efforts are essential to change the mind set of society at large, especially policy makers.

Activities and programs organized by BSS are focused on women issues aiming at gender equality, women safety, skill development and overall empowerment. It is also engaged in research and policy level interventions on different women and social issues. The suggestions given by BSS are incorporated in surrogacy bill, The Criminal Law (Amendment) Act, 2013 (Nirbhaya Act) etc. The policies are implemented through schemes, enactment of laws, facilities provided, and their effective implementation.

## **Vision**

To reinstate the innate strengths, qualities and capacities of women; dignity and equal status of women in the family and society. We envisage a gender-just society ensuring eradication of discrimination at all levels and recognizing her contribution and role in family and nation-building.

## **Mission**

To create a conducive environment befitting to empower women and to sensitize men

To work together for equality, justice and action against exploitative compulsions, perpetuated by patriarchal social structures

To reach out to the last woman who is at the bottom of the pyramid

In last 33 years BSS has organized many programs and events to spread health awareness, legal awareness, financial literacy or pre-marriage counselling or adolescent age counselling. Also we mention that BSS has successfully completed many projects in collaboration with NCW & WCD such as,

1. Gender and sports in India – 2005
2. Tackling Violence against women – 2015
3. National seminar on Smart Cities – 2016
4. Efficacy of Laws pertaining to marital & property rights of women in different religions in India –  
2017 (with Maharashtra State commission)
5. A study report by BSS - Women related policies in India with special reference to International Conventions and Conferences on women' – An Overview

We were empanelled by WCD to create awareness programs on Sexual Harassment at Work Place Act – 2013.





## NATIONAL SEMINAR ON “WOMEN IN SPORTS”

Though we have scored a few points on gender equality in the field of sports, the goal of “absolute equality” is yet to be achieved. Women face gender bias and gaps in various aspects like availability of coaching facilities, sponsorships, and opportunities of participation at national and international level, scholarships, access to infrastructure and so on.

As national level women’s organisation, Bharatiya Stree Shakti (BSS) is working towards promoting the principles of equality contained in UN declaration and Indian Constitutional Mandate.

On 15<sup>th</sup> December 2022, along with NCW, BSS organised National Seminar on “Women in Sports”.

BSS consulted experts working in the field of sports and also conducted a survey and poster competition for college students.

We are thankful to National Commission for Women (NCW) Chairperson Smt. Rekha Sharma and her colleagues for extending support for this seminar. BSS is also thankful to Vice Chancellor of SNDT Women’s University and teaching and non-teaching staff for their contribution in making the seminar a great success.

The contribution of the eminent experts, speakers, volunteers of BSS and students across India did help to maintain high standards of deliberations.

We are happy to submit this report along with the recommendations to the NCW.



**Varsha Pawar Tawde**  
**General Secretary,**  
**Bharatiya Stree Shakti**



## 2. CONCEPT NOTE

The General Assembly of the United Nations in 1948 adopted the Universal Declaration of Human Rights which proclaimed that 'All human beings are born free and equal in dignity and rights.'

Two decades later, in another declaration, known as the Declaration on Elimination of Discrimination against Women adopted by the UN General Assembly in 1967, it was declared that discrimination against women, denying or limiting their equality of rights with men is fundamentally unjust and constitutes an offence against human dignity.

The declaration in particular urges all the governments to take appropriate measures to abolish existing laws, customs, regulations, practices which are discriminatory against women, and to establish adequate legal protection for equal rights of men and women.

One of the salient feature of National Sports Policy, 2001 is enhancing participation of women, scheduled tribes and rural youth in sports. In association with National Commission for Women, Bharatiya Stree Shakti had conducted a study on "Gender issues in Sports in India", in 2005. Since then many changes have taken place in the field of sports, such as introduction of premiere leagues commercializing sports, like Cricket, Football, Kabaddi, hockey etc. Also, in last decade we have observed an upsurge in participation of women in sports. In a research study conducted by BBC in 2021 it is found that fewer than 30% of women play any sports. The attitude towards women players is discriminatory. This also is reflected in practices such as payment to women players, publicity, availability of infrastructure and resources.

India has observed an upsurge in the index of Gender Equality too. In our last report mentioned above we had suggested policy level changes and given recommendations to the government for mitigating gender discrimination and improvement of women participation in sports.

Though we have scored a few points on gender equality in the field of sports, the goal of "absolute equality" is yet to be achieved. Women face gender bias and gaps in various aspects like availability of coaching facilities, sponsorships, scholarship and opportunities of participation at national and international level, access to infrastructure, and safety at workplace and so on. There are very few females who are in decision making panels.

In India, even today, it is not natural for parents to choose sports as a career for their children. Even the education system prefers academics over sports, though it is immensely important for personality development. Schools do not have sufficient sports facilities like playgrounds/ courts, coaching facilities and basic facilities like changing rooms and safety and security of sports-women. Though women are excelling in sports field, yet social and family structure, marriage and child rearing are some of the constraints which restrain women from opting sports as a career. Affordability of sports without guarantee of income also poses a significant challenge for women. Gender Equality has to be stressed upon (no gender disparity).

National Commission for Women (NCW) is the apex national level organization of India with the mandate of protecting and promoting interests of women. NCW works to improve the status of women and their economic empowerment. With the common interest of women empowerment and cultivating gender equality in, BSS in collaboration with NCW organized national level seminar on "Women in Sports" in Mumbai on 15<sup>th</sup> December, 2022. SNDT Women's University was our academic partner for this seminar.



Indian constitution guarantees equal rights to all the citizens of India. Though women are excelling in sports field, yet social and family structure, marriage and child rearing are some of the constraints which restrain women from opting sports as a career. Affordability of sports without guarantee of income also poses a significant challenge for women. Even the National Sports Policy supported by budgetary provisions is not sufficient to address gender gaps in sports, thus unable to bridge the gap between policy and its implementation. Hence the seminar was organised to deliberate on this issue which can help to improve the situation.

This seminar focuses on the attitude of family and society towards women's sports and its impact on participation of women in sports. Following are the objectives of the seminar:

1. To increase the participation of women in sports.
2. To increase participation of women in sports administration and management.
3. To understand gender issues faced by women in sports.
4. To work towards eradication of discrimination at all levels and recognise women's contribution in sports and nation building.



**Seema Deshpande,  
Convener of seminar  
President, BSS, Mumbai**



### 3. SESSION DETAILS

Consultative National Seminar on 'Women in Sports' held on 15<sup>th</sup> December, 2022

**Registration: 8.30 am to 9.30 am**

Session	Time	Details
<b>Inaugural</b>	9:30am To 10:15a m	<b>Welcome and introduction:</b> Smt. Seema Deshpande <b>Chief guest Address:</b> Smt. Ami Ghia Shah (National Badminton Champion) <b>Inaugural address:</b> Smt. Sushamita Jyotsi (Director west zone SAI) <b>Presidential Address:</b> Prof. Ruby Ojha (Pro Vice Chancellor, SNDTWU)
<b>Sports and Health</b>	10:15a m To 11:35a m	<b>Mental Health &amp; Physical Health:</b> 1. Dr. Neeta Tatke (Vice Principal Ruparel college) 2. Smt. Dwija Ashar (Sports psychologist) <b>Sports and Nutrition:</b> 1. Smt. Apurva Surve (Sports Nutritionist) 2. Smt. Namrata Guleri (Sports Nutritionist) <b>Concluding remarks:</b> Nirmalatai Apte (Founder President of BSS)
<b>Sports as a career</b>	11:45a m To 1:00pm	<b>Speakers:</b> 1. Shri. Manohar Salvi (Shiv Chhatrapati Rajya Puraskar Vijete) 2. Smt. Aditi Deshpande (Mallakhamb - Chhatrapati Puraskar Vijetya) 3. Dr. Kavita Kholgade (Director of physical Education, SMRK-BK-AK Mahila Mahavidyalaya, Nashik) <b>Concluding remarks:</b> Smt. Neeta Kulkarni (Former Commissioner, Central excise and customs table Tennis Champion)
<b>Lunch Break - 12:50 pm to 1:50 pm</b>		
<b>Promotion &amp; Role of Institutions</b>	1:50 pm To 3.30 pm	<b>Role of Sport Institutions:</b> Smt. Sanjivani Purnapatre (International Gymnastics Coach & Judge) <b>Role of academic Institution:</b> Ms. Amruta Karkhanis Deshmukh (Sports psychologist) <b>Sexual Harassment At Workplace:</b> Smt. Sneha Khandekar (Gender Diversity and inclusion consultant) <b>Concluding remarks:</b> Dr. Kavita Kholgade (Director of physical Education, SMRK-BK-AK Mahila Mahavidyalaya, Nashik)
<b>Sharing of experiences</b>	3:30pm To 4:15pm	<b>Experience sharing by Sportswomen:</b> 1. Dr. Geeta Yadav (Power lifter) 2. Ms. Shruti Hadpad (Baseball player) 3. Ms. Girija Bodekar (Baseball player) 4. Ms. Shubhangi Jadhav (Khokho player) <b>Concluding remarks:</b> Dr. Linda Dennis (Retd. Assistant Director, Dept. of Sports and Physical Education, SNDTWU)
<b>Valedictory Session</b>	4:15 pm To 5:15pm	<b>Prize Distribution of poster making competition</b> <b>Summing up of the Seminar:</b> Smt. Shailajatai Andhare (National President BSS) <b>Chief Guest Speech:</b> Respected Rekha Sharma (Chairperson NCW) <b>President Speech:</b> Respected Prof. Ujawala Chakradeo (Vice Chancellor SNDT WU) <b>Vote of Thanks</b>





## INAUGURAL SESSION

Chief guest Ms. Ami Ghia Shah (National Badminton Champion), Smt. Sushamita Jyotsi (Director west zone SAI), Prof. Ruby Ojha (Pro Vice Chancellor, SNDTWU), Smt. Shailatai Andhare (National President, BSS), Smt. Varsha Pawar Tawde (General Secretary, BSS), Smt. Seema Deshpande (President, BSS Mumbai) and convenor of the national seminar were called on the dais to grace inaugural function. Smt. Chitra Lele (Asst. Prof. SNDT college of Arts, Science & Commerce) was the compere for the inaugural session. In the beginning of this session Dr. Madhura Kesarkar introduced the guests.

Mrs. Seema Deshpande welcomed the guest and gave information about all the activities carried out by BSS. She also explained the background of the seminar.

The chief guest Ms. Ami Ghia Shah in her inaugural address advised the students to make proper choices, believe in themselves, have faith in God, and struggle to make the dream come true.

Mrs Sushmita Jyotsi in her key note address stressed that women are unique. They are participating in greater numbers in sports. Their share in Indian medal tally is certainly on a rise. If they retain their inner strength, they don't have to be loud to claim the equality and rights.

In her presidential address Prof. Ruby Ojha expressed her contentment over inclusion of important topics related to sports' women. She conveyed the need of creating awareness among parents about girls' participation in sports. She said that University always support students participating in sports wherever needed.

Ms. Nutan Warerkar proposed vote of thank s .







## ❖ SPORTS AND HEALTH

Dr. Pradnya Kapse compered the first session titled "Sports and Helath". Adv. Smita Chavan introduced the guests. There were four speaker.

**Dr. Neeta Tatke, (Vice Principal, Ruparel College)**, mentioned that participation in sports has both curative and preventive effects on health. Alongside, sports participation has community benefits too. Recognition in sports makes the child confident, keeps depression away and minimises the suicidal tendencies among youngsters.

Second speaker **Smt. Dwija Asher (Sports Psychologist)**, talked in details on both, the physiological and psychological aspects of woman's body. She said women athletes face challenges such as body shaming and objectivism. Participation in sports makes a girl physically strong. She manages emotions better with developed intellectual functioning.

Third speaker **Smt. Apurva Surve (Sports Nutritionist)**, explained the deeper meaning of eating. She said sports success is determined by a variety of factors. Nutrition becomes an important contributor because the human body is entirely composed of compounds derived from the food and water one consumes. The right foods, in the right amounts and combinations, can fuel the body's functions from basic to performance-enhancing.

Basic nutrition is essential for growth, development, productivity, and achieving optimum health and academic performance. Athletes should first focus on consuming a balanced diet and wherever required supplements can be added.

Sports nutrition builds on these fundamental concepts to improve athletic performance by reducing fatigue and susceptibility to disease and injury while also allowing athletes to train harder and for longer periods and recover faster. Female athletes need to consume adequate micronutrients, especially iron, calcium and vitamin D, to meet their bone health and performance needs. Women physiology is unique due to ability to conceive. Hence it is very important to pay attention to diet. She said 47% women athletes don't pay attention to their diet.

The nutrition strategy should be customised according to the athlete's needs, physical parameters and training goals. She observed that Indian women players undergo intense training similar to their men counterpart but do not focus on their diet. To improve sports performance, body must get enough nourishment. She gave following tips to the students present about nutrition.

1. Don't obsess overweight
2. Focus on having a balanced diet which contain right amount of nutrients and variety of food.
3. Have food before, during and after training session. Never practice on empty stomach. Remain hydrated always. If the training is of more than one hour then have lemonade sports drink. Don't forget to eat within 30 to 40 minutes after training for body recovery.
4. Don't try new food on event day. Eat things you are comfortable with.

She advised students to consult a qualified Sports Nutritionist to have a holistic approach towards performance improvement & overall health.

Fourth speaker **Smt. Namrata Gulati (Nutritionist from SAI)** highlighted the nutritional deficiencies generally found among female players. She said intake of athlete needs to match with her activities. She emphasized on importance of iron in stamina building, vitamin D for bone density so that chances of fracture can be reduced and vitamin B12 for energy metabolism. She also told students foods rich in these nutrients. She advised students to keep check on these nutrients in body. Her message to the students was, "Sports is all about competing, do not let victory and defeat affect you."

The session "Sports and Health" was concluded by **Smt. Nirmalatai Apte (Founder President BSS)**. While summarising the talks, she said that sportsmanship helps a girl to walk with raised head. Such a girl can impress society.







## ❖ SPORTS AS A CAREER

In second session compering was done by Dr. Pradnya Kapase and speakers were introduced by Adv. Saraswati Jadhav Kadam. There were three speakers.

**Shri. Manohar Salvi (Shiv Chhatrapati Puraskar Awardee)** guided students about how one should start career in sports. He said student can start playing through school, club or gymkhana. District association of sports which is associated with charity commissioner plays very important role. All clubs/gymkhana/schools must have affiliation with district association. Through them players get affiliation to district sports association. Each district sports association is affiliated to state sports association which is affiliated to federation. Federation is governed by rules and regulations led down by Government of India. State sports associations are affiliated with state Olympic association and national level association is affiliated with Indian Olympic association. If associations don't follow them then they are derecognized. Every 3-4 years there are elections in association. He has observed that there is less participation of women in association. He suggested that if we wish to increase participation of women in sports then there should be reservation for women for becoming member of association. Women should be part of decision making in associations. He informed students that players are eligible to get scholarship. He said under Khelo India one can get scholarship till 12th standard.

Second speaker was **Smt. Aditi Deshpande (Shiv Chhatrapati Puraskar Awardee for Mallakhamb)**. She narrated her journey of sports as a career. She said she was very much fascinated by mallakhamb as her father and brother are in this field. Khelo India scholarship covers expenses for traveling, nutrition, coaching and tuition fees. Scholarship gives feeling of independence. When player represents her school/club at various level he/she gets identity. Due to travelling in India or abroad one gets exposure to different cultures and also gain confidence. She informed students how through her skills she has become entrepreneur and started two companies. One need not have B.P.Ed. degree to teach sports. One can do certificate level courses and teach students in schools under extra curricular activities. She stressed that women should not give up their career.

Third speaker was **Dr. Kavita Kholgade (Director of Physical Education, SMRK-BK-Ak Mahila Mahavidyalaya, Nashik)**. She advised students to start playing with the dream of representing India. After understanding one's inclination one can decide which career she can take up related to sports as actual playing career cannot be very long. After attaining age of 35 years there are job opportunities in government and private sector.

Government sector-police, sports authority of India and railways they offer jobs to medal winners. After graduation one can pursue B.P. Ed. to get jobs in schools and junior colleges. Teamwork is involved in making of champions hence one can take be part of the team. Opportunities are always there. Opportunities:

1. Fitness industry- ACE, ACS certification
2. Consultant
3. Sports journalism- many courses are available
4. Sports editors, content writers
5. Sports nutritionist
6. Sports management





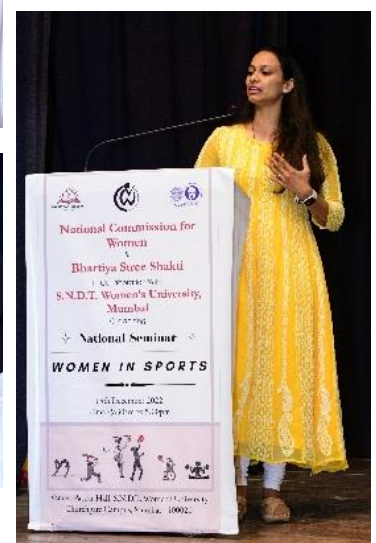
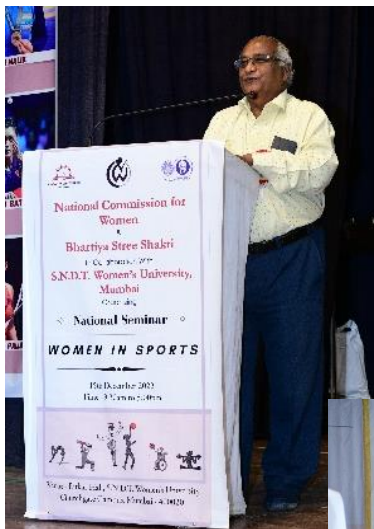
Students had asked many questions. One student said her parents want her to leave sports. Ms. Deshpande said that students should balance between sports and academics. Once they assure parents that they will maintain good academic record then parents don't take any objection.

When asked why hockey is not popular game Dr. Kholgade said there is concern about safety of women players due to non-availability of female coaches. It is observed that even in schools there are less number of female physical education teachers.

In another question student asked how degree in law would help her to take up sports career. Dr. Neeta Tatke said this is upcoming field and in near future players will be in need of lawyers for safeguarding their interests. Ms. Apurva Surve also endorsed this viewpoint.

There was a question asking whether during menstruation playing is advisable or not? Ms. Deshpande said if one takes proper diet and psychologically fit then that cannot be an issue.

Session was concluded by **Smt. Neeta Kulkarni (Former commissioner central excise and customs, table tennis champion)**. She said if one has passion one can balance sports and work. One can become great coach after playing at club level.



## ❖ PROMOTION AND ROLE OF INSTITUTION

In the third session compering was done by Ar. Megha Sarkar and speakers were introduced by Smt. Swati Kusthe. There were three speakers.

**Smt. Sanjivani Purnapatre (International Gymnastics Coach and Judge)** spoke on Role of Sports Institutions. She explained that Sports Institutions are of two types.

1. Government bodies—SAI, Sports departments of Central govt., state govt. Municipal corporations, Autonomous bodies like SGFI, IOA, Association of Indian Universities and University Sports Board. These bodies control sports in their jurisdiction.

2. Private bodies—Sports clubs, Private/public trusts, charitable institutions, Vyayam Mandir, Gymkhanas and sports academies aim at promoting sports in community.

They conduct following activities:

1. Talent scouting
2. Conducting competitions/tournament for different age groups at various levels
3. Provide systematic/scientific coaching
4. Providing training facilities
5. Support athletes with scholarships, grants, sponsorships

Sports is an industry. There are Sports Management Institutions/ companies. There are different career opportunities as psychologists, nutritionists, managers, physiotherapist etc. Sports science programs are offered by University of Mumbai, Sommaiyya college. ISSM offers sports management programs.

Problem is at participation level. Junior level girl's participation is more but later it drops. Gender Discrimination starts from age categories of participants. In many sports tournaments for men are conducted in 5-6 age categories but in women only senior & junior 2 categories. If we see percentage of participation, men are much ahead of women, but on international level, percentage of medals women won is not much less than that of men. Men are competing in more events/weight categories than that of women.

Another problem is with coaches. More than 75% coaches are men. This negatively affects women participation. Parents don't feel safe to send girls on ground if there is no lady coach. Athletes can't be that free with men coaches. Gents coaches do not treat lady coaches as their equal.

In physical education teachers training colleges & in coaches training courses participation of women has increased remarkably. While taking up a coaching profession, advancing in it as a career, women are very less in numbers. Coaching can be a good profession for retired women athletes. Federation conducts courses of coaches.

Gender bias in respect to availability of coaching facilities, budget allocation, sponsorship, access to infrastructure, etc. is reasonably reduced in last 10 years. Girls are sincere & hardworking by nature so many coaches chose girls for training.

She pointed out that on management bodies of the sport institutions, only 10% are women. As in politics if there will be some reservations for women candidates in sports institutions it will help tremendously.



Another important point which has effect on participation of women in sports is related to washroom facility. It is the most neglected point. Women players and coaches donot get clean wash rooms. In many offices & stadiums one can find separate wash rooms for men officials but women officials have to share with girls athletes. She urged to BSS to take up issues related to clean washrooms and reservation for women in sports administration. This step can definitely help to give justice to girl players.

Second speaker was **Ms. Amruta Karkhanis Deshmukh (Sports psychologists and cyclist)**. She spoke on role of Academic Institutions. She emphasized on following points:

1. Development of player is a team effort with focus on providing required support for ideal progress of athletic development of players
2. Physical training, technical training, tactical training, psychological training, diet nutrition training and rest recovery training are all important elements for Peak performance.
3. Besides all these, academic progress of athelte happens simultaneously during these Peak years of sporting life.
4. Financial as well as Emotional support is very crucial to the athlete as well as parents from institutions with whom they are associated with.

She explained role of academic institutions imparting education at different levels. She said at preprimary level preference to be given to motor development.

Role of Primary School:

- Encourage participating in sports at school
- Give importance to physical education as much as academics
- Motivate competitive training and participation as these early year experiences lead to long term memories
- Appreciate efforts even if there are no Medals achieved as this is best form of reward.

Role of Secondary school:

- Help children to set realistic goals
- Understand sports training intensity would increase and require time for it
- For better recovery, support with time slots or time concession at school.
- Support for lack of attendance
- Understand the lag in academic assignments
- Encourage peer support
- Encourage support from teaching staff
- Appreciation for participating and effort is recommended

Role of college:

- Support in training requirements with in house gym or coaching
- Encourage participating at higher levels of competition
- Help strike balance between academics and Sports
- Provide additional financial support as expenses increase



Third speaker was **Smt. Sneha Khandekar (Gender diversity and inclusion consultant)** spoke on Sexual Harassment at Workplace. Sports has taken the form of industry. Sports sector as a workplace face huge challenges with regard to safety of women. In the decade of 2010 to 2020 forty five cases of sexual harassment were recorded in SAI. Out of 45 twenty nine cases were against coaches. All reported cases turned out to be frivolous. Many more cases go unreported. As per POSH act, 2013 sports bodies need to be proactive for preventing cases. Unfortunately they are reactive. Sports development code emphasizes safety of women players. More rigor is required in implementation of act.

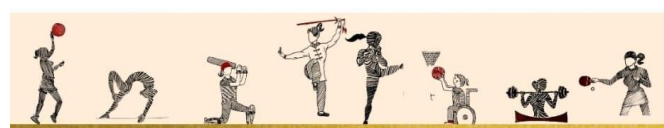
Safety of girls matter at various levels. She explained the meaning of terms workplace and extended workplace. She said that international Olympic committee insists that woman manager should accompany the team. Sports as a career is evolving very fast. Hence for safety of women players following measures need to be taken:

1. Proper infrastructure is to be provided which includes clean washrooms, hostels, changing rooms, proper lighting
2. Increase the participation of women in all related activities of sports such as coaching, massage, physiotherapy, nutrition
3. Since career opportunities in India are less and career is time sensitive there is a need to have more objective selection criteria.

Session was concluded by **Dr. Kavita Kholgade** she recommended to have sports nurse and bring right to play act for children. She advised students to raise their voice against sexual harassment at workplace.









## ❖ EXPERIENCE SHARING

In this session compering was done by Ar. Megha Sarkar and speakers were introduced by her. There were four women players who represented them at national and international level and won prizes. They shared how they could achieve their goals.

**Dr. Geeta Yadav (power lifter), Ms. Shubhangi Jadhav (Khokho player), Ms. Shruti Hadpad (Baseball player) and Ms. Girija Bodekar (baseball player)** shared their journey with the audience. They said determination is needed for achieving the goal. There is a need to do time management. They told students importance of funding for buying the equipment, for taking proper diet and participating in tournaments. They said because of parental or family support they could excel in sports. They said it is their teachers and friends always encouraged them pursue career in sports. They expressed their gratitude towards SNTD Women's University for fully supporting them in their journey.

Session was chaired by **Dr. Linda Dennis (Retd. Assistant Director of Physical Education and sports, SNTDWU)**. She praised the girls for confidence exhibited by them. She said she is very happy about the achievement of girls who do not come from affluent families. She said sports require hard work hence student should devote more time for practice. She advised them to respect teachers and coaches and participate in tournaments.



## ❖ VALEDICTORY SESSION

Chief guest respected Smt. Rekha Sharma (Chairperson, National Commission for Women), Smt. Shailatai Andhare (National President, BSS) and Prof. Ujwala Chakradeo (Vice Chancellor, SNDTWU) were called on the dais to grace valedictory function. Smt. Chitra Lele (Asst. Prof. SNDT college of Arts, Science & Commerce) was the compere for the valedictory function. Mrs. Chitra Nitsure introduced the guests.

Prizes to the winners of poster competition were given by the dignitaries.

Smt. Shailajatai Andhare summed up the seminar. On behalf of BSS she requested Smt. Rekha Sharma to provide clean, appropriate and separate toilet facilities for women players, coaches, judges at all the sports organisations in India.

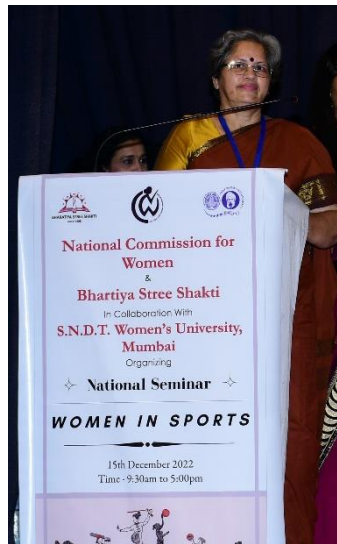
Respected Smt. Rekha Sharma was the Chief Guest. In her speech she talked about the employment opportunities available to women sportspersons. The parity in salary is an encouragement for the girls who wish to pursue sports as career. She added "बेटी खिलाओ" to the slogan "बेटी बचाओ, बेटी पढ़ाओ" towards the end of her speech.

Respected Prof. Ujwala Chakradeo in her presidential speech expressed satisfaction over the fact that many issues related to women in sports were discussed in depth in the seminar.

Smt. Manjula Nair (Secretary BSS Mumbai) extended the vote of thanks.







## 4. HIGHLIGHTS OF THE SEMINAR

BSS organised one day National level Seminar on "Women in Sports" in collaboration with SNDT Women's University with the financial support from NCW in Patkar hall, SNDT Women's University, Churchgate, Mumbai 20 on 15th December, 2022.

### Pre-seminar activities:

- Advisory committee was constituted and consulted for the seminar.
- Tag line for the seminar: लडका लडकी एक समान, घर हो या हो मैदान!! and "खेलेगी बीटीया तो बढेगा इंडिया"!!
- Programs in various colleges in Mumbai for popularising sports in women students and for informing students about seminar were organised during Navratri. In each programme women sportsperson who has excelled in sports was invited and felicitated by BSS. They shared their experiences about sports as a career. Near about 1000 students were benefitted by this program.
- National level poster competition on the theme of seminar was conducted. More than 100 students participated in the poster competition. Three prizes for best posters and 5 consolation prizes were declared. The prizes were awarded in valedictory function.
- A small survey (N=125) on "Experiences of female college students who are participating in sports" was conducted. Following are the major findings of the survey:
  1. Maximum students i.e. 41.2% from commerce faculty followed by science (37.8%) and arts (21%) faculty participate in sports.
  2. Maximum students i.e. 45.5% participate in outdoor games. Only 8.3% in indoor games and 46.3% in indoor and outdoor games.
  3. 85.4% students participate in sports out of their own interest.
  4. 78.3% students participate at college/university level. 9.2 % at national level and 5.8% play at state level.
  5. 85% students are satisfied with selection procedure.
  6. For 46.2% students have female coach.
  7. 90.2% students are happy about the coaching.
  8. 56.4% students do not get stipend for playing.
  9. 41.2% students say they do not get stipend equal to boys.
  10. 53.8% students get encouragement from parents for participating in sports.
  11. 87.6% girls feel that studies and sports are equally important. Only 3.5% girls feel that studies are important.
  12. 67% girls think that participating in sports has affected their studies.
  13. 99.1% girls feel proud because they participate in sports.
  14. Students have following problems:
    - ✓ 27.5% have funding or sponsorship problem
    - ✓ 19.6% students do not get appropriate training
    - ✓ 19.6% students do not recognition in society.
    - ✓ 10.8% students have accommodation problems
    - ✓ 10.8% students say clean washrooms are not available.
    - ✓ 5.9% students have diet related problems.
  15. 36.8% students face sexual harassment.
  16. For 71.3% students there is somebody with whom they can talk about Harassment.
  17. 56.4% students would like to do career in sports.
  18. Students feel following are the benefits of participating in sports:
    - ✓ Physical fitness: 58.4%
    - ✓ Learn sportsmanship: 19.5%
    - ✓ Reduction in stress: 11.9%
    - ✓ Learn teamwork: 6.8%





**Conclusion:** There is a dire need to improve the situation of the girls who are participating in sports and also for encouraging girls to participate in sports.

On the basis of above findings BSS recommends:

1. There is need to have more female coaches.
2. Girls should get equal stipend for participating in sports.
3. Efforts should be made by the sports institutions for giving proper guidance to students for their diet, training and funding.
4. Organisers of sports events should see to it that girls get proper and safe accommodation and clean washrooms.
5. All academic and sports institution as well as extended workplaces should follow zero tolerance for sexual harassment at workplace policy.
6. Girls should be made aware about career opportunities in sports.





## 5. SUMMARY OF SESSIONS AND DELIBERATIONS

The seminar started with brief introduction of Bharatiya Stree Shakti by Smt. Seema Deshpande (President, BSS Mumbai). BSS is a 33 years old organisation and has worked in various spheres of activities touching all the aspects of women's life. Prominent members of BSS Smt. Nirmalatai Apte (Founder president, BSS), Smt. Shailatai Andhare (National President, BSS) office bearers of various branches of BSS and volunteers attended the seminar.

- The seminar was organised in collaboration of National Commission of Women and academic partner was SNTD Women's University. Seminar was inaugurated by Smt. Ami Ghia Shah. In her inaugural address she advised the students to make proper choices, believe in themselves, have faith in God, and struggle to make the dream come true.
- Smt. Sushmita Jyotsi in her key note address stressed that women are unique. They are participating in greater numbers in sports. Their share in Indian medal tally is certainly on a rise. If they retain their inner strength, they don't have to be loud to claim the equality and rights.
- The first session titled "Sports and Health" had four speakers. Dr. Neeta Tatke, (Vice Principal, Ruparel College), mentioned that participation in sports has both curative and preventive effects on health. Alongside, sports participation has community benefits too. Recognition in sports makes the child confident, keeps depression away and minimises the suicidal tendencies among youngsters.
- Second speaker Smt. Dwija Asher (Sports Psychologist), talked in details on both, the physiological and psychological aspects of woman's body. She said participation in sports makes a girl physically strong. She manages emotions better with developed intellectual functioning.
- Third speaker Smt. Apurva Surve (Sports Nutritionist), explained the deeper meaning of eating. She said sports success is determined by a variety of factors. Nutrition becomes an important contributor because the human body is entirely composed of compounds derived from the food and water one consumes. The right foods, in the right amounts and combinations, can fuel the body's functions from basic to performance-enhancing.
- Fourth speaker Smt. Namrata Gulati (Nutritionist from SAI) highlighted the nutritional deficiencies generally found among female players. She said intake of athlete needs to match with her activities. She emphasized on importance of iron in stamina building, vitamin D for bone density so that chances of fracture can be reduced and vitamin B12 for energy metabolism. Her message to the students was, "Sports is all about competing, do not let victory and defeat affect you."
- The session "Sports and Health" was concluded by Smt. Nirmala Apte (Founder President BSS). While summarising the talks, she said that sportsmanship helps a girl to walk with raised head. Such a girl can impress society.
- The second session on sports as a career had three speakers. Shri. Manohar Salvi (Shiv Chhatrapati Puraskar Awardee) explained administrative structure of sports field. He has observed that there is less participation of women in association. He suggested that if we wish to increase participation of women in sports then there should be reservation for women for becoming member of association. Women should be part of decision making in associations.



- Second speaker was Smt. Aditi Deshpande (Shiv Chhatrapati Purskar Awardee for Mallakhamb). She narrated her journey of sports as a career. She said scholarship gives feeling of independence. Due to travelling in India or abroad one gets exposure to different cultures and also gain confidence. From her own example she guided students about different career opportunities available to them.
- Third speaker was Dr. Kavita Kholgade (Director of Physical Education, SMRK-BK-Ak Mahila Mahavidyalaya, Nashik). She advised students to start playing with the dream of representing India. She gave information about various job opportunities available to them in government and private sector.
- Students had many questions. One student said her parents want her to leave sports. Ms. Deshpande said that students should balance between sports and academics. Once they assure parents that they will maintain good academic record then parents don't take any objection.
- When asked why hockey is not popular game Dr. Kholgade said there is concern about safety of women players due to non-availability of female coaches. It is observed that even in schools there are less number of female physical education teachers.
- In another question student asked how degree in law would help her to take up sports career. Dr. Neeta Tatke said this is upcoming field and in near future players will be in need of lawyers for safeguarding their interests. Ms. Apurva Surve also endorsed this viewpoint.
- There was a question asking whether during menstruation playing is advisable or not? Ms. Deshpande said if one takes proper diet and psychologically fit then that cannot be an issue.
- Session was concluded by Smt. Neeta Kulkarni (Former commissioner central excise and customs, table tennis champion). She said if one has passion one can balance sports and work. One can become great coach after playing at club level.
- In the third session on "Promotion and role of institution" were three speakers.
- Smt. Sanjivani Purnapatre (International Gymnastics Coach and Judge) explained types and functions of sports institutions. She highlighted that at junior level girl's participation is more but later it decreases. The probable reasons are dearth of female coaches, clean washrooms, changing rooms and less representation of women in sports management.
- Second speaker was Ms. Amruta Karkhanis Deshmukh (Sports psychologists and cyclist). She spoke on role of Academic Institutions. She said that development of player is a team effort with focus on providing required support for ideal progress of athletic development of players. She emphasized that for peak development of athletes efforts should start right from pre-primary level and to be continued till higher education level. Physical training, technical training, tactical training, psychological training, diet nutrition training and rest recovery training are all important elements for Peak performance. Financial as well as Emotional support is very crucial to the athlete as well as parents from institutions with whom they are associated with.



- Third speaker was Smt. Sneha Khandekar (Gender diversity and inclusion consultant) spoke on Sexual Harassment at Workplace. Sports has taken the form of industry. Sports sector as a workplace face huge challenges with regard to safety of women. She urged that as per POSH act, 2013 sports bodies need to be proactive for preventing cases. Unfortunately they are reactive. She explained the meaning of terms workplace and extended workplace. She suggested measures for safety of women players.
- Session was concluded by Dr. Kavita Kholgade. She recommended to have sports nurse and bring right to play act for children. She advised students to raise their voice against sexual harassment at workplace.
- In the fourth session on "Experience Sharing" there were four women players who played at national and international level and won prizes. Dr. Geeta Yadav (power lifter), Ms. Shubhangi Jadhav (Khokho player), Ms. Shruti Hadpad (Baseball player) and Ms. Girija Bodekar (baseball player) shared their journey with the audience. They said determination is needed for achieving the goal. There is a need to do time management. They told students importance of funding for buying the equipment, for taking proper diet and participating in tournaments. They said because of parental or family support they could excel in sports. They further said that it is their teachers and friends who always encouraged them to pursue career in sports. They expressed their gratitude towards SNDT Women's University for fully supporting them in their journey.
- In the valedictory session Smt. Shailajatai Andhare summed up the seminar. On behalf of BSS she requested Smt. Rekha Sharma to provide clean, appropriate and separate toilet facilities for women players, coaches, judges at all the sports organisations in India
- Respected Smt. Rekha Sharma was the Chief Guest. In her speech she talked about the employment opportunities available to women sportspersons. That parity in salary is an encouragement for the girls who wish to pursue sports as career. She added "बेटी खिलाओ" to the slogan "बेटी बचाओ, बेटी पढ़ाओ" towards the end of her speech.

Many students asked questions in different sessions. Experts' also appreciated all the sessions and expressed need to take this issue ahead. The participants gave very constructive feedback and suggestions. Students requested BSS to pursue this matter for improving the situation of women in sports.



## 6. OBSERVATIONS

- ✓ There is need of creating awareness among parents about girls' participation in sports.
- ✓ Indian women players undergo intense training similar to their men counterpart but do not focus on their diet.
- ✓ There is less participation of women in association. To increase participation of women in sports then there should be reservation for women for becoming member of association. Women should be part of decision making in associations.
- ✓ There is concern about safety of women players due to non-availability of female coaches. It is observed that even in schools there are less number of female physical education teachers.
- ✓ Junior level girl's participation is more but later it drops. Gender Discrimination starts from age categories of participants. In many sports tournaments for men are conducted in 5-6 age categories but in women only senior & junior 2 categories.
- ✓ More than 75% coaches are men. This negatively affects women participation. Parents don't feel safe to send girls on ground if there is no lady coach. Athletes can't be that free with men coaches.
- ✓ Gents coaches do not treat lady coaches as their equal.
- ✓ While taking up a coaching profession, advancing in it as a career, women are very less in numbers. Coaching can be a good profession for retired women athletes.
- ✓ On management bodies of the sport institutions, only 10% are women. As in politics if there will be some reservations for women candidates in sports institutions it will help tremendously.
- ✓ Women players and coaches do not get clean wash rooms. In many offices & stadiums one can find separate wash rooms for men officials but women officials have to share with girls athletes.
- ✓ Need of Reservation for women in sports administration. This step can definitely help to give justice to girl players.
- ✓ Sports sector as a workplace face huge challenges with regard to safety of women.
- ✓ Sports bodies need to be proactive for prevention of cases. Unfortunately, they are reactive.
- ✓ Sports development code emphasizes safety of women players. More rigor is required in implementation of act.



## 7. RECOMMENDATIONS BY BSS TO INCREASE PARTICIPATION OF WOMEN IN SPORTS

In last decade we have observed an upsurge in participation of women. We also observed that attitude towards women players is discriminatory such as payment, publicity and availability of infrastructure and resources. BSS is suggesting policy level changes and giving recommendations to the NCW and government for mitigating gender discrimination and improvement of women participation in sports.

### **Sports and Health**

1. Make physical education compulsory at all levels of education.
2. Keep separate marks for active participation of girls in sports.
3. Appoint sports nutritionist to take care of nutrition of girl athletes.
4. Academic institutions should have some scheme like midday meal which can take care of nutrition of girl athletes from lower SES.
5. Appoint sports psychologists to boost morale of girl athletes.

### **Sports as a career**

1. Keep reservation for women in sports administration.
2. Orient girls about the sports scholarships available to them.
3. Career counselling sessions and exhibitions for girl athletes to be organised for giving them information about career opportunities in sports.
4. Create awareness among parents and teachers regarding participation of women in sports.
5. Increase the participation of women in all related activities of sports such as coaching, massage, physiotherapy, nutrition.

### **Promotion and role of Institution**

1. It is observed that for girls there are only two categories in tournament. It is recommended that there should be same categories for both male and female sports persons.
2. Appoint more number of female coaches.
3. Appoint female physical education teacher in each school.
4. Proper infrastructure is to be provided which includes well maintained hostels, changing rooms and proper lighting for girl athletes and women officials.
5. Marks obtained in physical education should be counted for awarding class.
6. Give concessions to athletes with regard to attendance, submitting assignments.





7. Institute special scholarships for girls participating in sports.
8. Equipment required for participating in the sports should be made available to girl athletes by the clubs and institutes to whom they are representing.
9. Conduct session on time management to help girl athletes to balance academics and sports.
10. Start sports nurseries in each district to identify aptitude among children.

### **Sexual harassment at workplace**

1. Make it mandatory to have internal complaint committees in all academic institutions and sports academies and clubs.
2. Organise orientation about POSH act for girl athletes every year.
3. Safety audit of sports academies, clubs and institutions should be done annually of sports infrastructure.
4. Appoint female supervisors in institutions, clubs and sports academies.

BSS also recommends that:

1. Like Right to Education, 'Right to play act for children' need to be in the country.
2. 50% reservation for women to be kept in sports administration at all levels.
3. Provide safe and secured workplace for female athletes.

BSS recommends to provide clean, appropriate and separate toilet facilities for women players, coaches, judges at all the sports organisations in India.

## **8. CONCLUSION**

From the deliberations in the different sessions in the seminar it is evident that women can excel in sports provided they get support from family, society and sports and academic institutions. Major help would be for providing safety and appropriate infrastructure by government authorities.



## 9. ANNEXURES

### ANNEXURE I

#### Advisory Committee

Dr. Neeta Tatke (Vice Principal Ruparel College)

Mr. Manohar Salavi (Shiv Chhatrapati Rajya Puraskar Vijete)

Smt. Sanjivani Purnpatre (International Gymnastics Coach & Judge)

Smt. Nirmalatai Apte (Founder President of BSS)

Smt. Nayana Sahastrabudhe (Vice President of BSS)

Smt. Varsha Pawar Tawade (National secretary, BSS)

Smt. Seema Deshpande (President of BSS, Mumbai)

### ANNEXURE II

#### Organising Committee

Smt. Seema Deshpande, President, BSS, Mumbai (Convener)

Dr. Subhash Waghmare I/C Director, Department of Sports and Physical Education, BSS, Mumbai  
SNDTWU (Convener)

Dr. Nitin Prabhuteandulakar, Assistant Dean of students, SNDTWU

Smt. Chitra Lele, Assistant professor, SNDT College of Arts, Commerce and Science

Smt. Manjula Nair, Secretary, BSS, Mumbai

Smt Madhura Kesharkar

Smt. Rajshree Nagare, Vice-President, BSS, Mumbai

Smt. Ranjana Karoor, Member, BSS, Mumbai

Ar. Megha Sarkar, Member, BSS, Mumbai



### ANNEXURE III

#### List of resource persons

Dr. Neeta Tatke (Vice Principal Ruparel College)  
Smt. Dwija Ashar (Sports psychologist)  
Smt. Apurva Surve (Sports Nutritionist)  
Smt. Namrata Guleri (Sports Nutritionist)  
Shri. Manohar Salvi (Shiv Chhatrapati Rajya Puraskar Vijete)  
Smt. Aditi Deshpande (Mallakhamb - Chhatrapati Puraskar Vijetya)  
Dr. Kavita Kholgade (Director of physical Education, SMRK-BK-AK Mahila Mahavidyalaya, Nashik)  
Smt. Neeta Kulkarni (Former Commissioner, Central excise and customs table Tennis Champion)  
Smt. Sanjivani Purnapatre (International Gymnastics Coach & Judge)  
Ms. Amruta Karkhanis Deshmukh (Sports psychologist)  
Smt. Sneha Khandekar (Gender Diversity and inclusion consultant)



### ANNEXURE IV

#### List of dignitaries

Smt. Rekha Sharma (Chair person, National Commission for Women)  
Prof. Ujwala Chakradeo (Vice Chancellor, SNDT Women's University)  
Smt. Shailaja Andhare (National President, Bharatiya Stree Shakti)  
Prof. Ruby Ojha (Pro Vice Chancellor, SNDT Women's University)  
Smt. Sushmita Jyotsi (Director, West Zone SAI)  
Smt. Ami Ghai Shah (National Badminton Champion)  
Smt. Nirmalatai Apte (Founder President, Bharatiya Stree Shakti)  
Smt. Varsha Pawar Tawade (National Secretary, Bharatiya Stree Shakti)





## ANNEXURE V

### Write ups of Experts

#### **Sports & Nutrition write up points: National Seminar for Women in Sports** **By** **Smt. Apurva Surve**

- Sports success is determined by a variety of factors. Nutrition becomes an important contributor because the human body is entirely composed of compounds derived from the food and water we consume. The right foods, in the right amounts and combinations, can fuel the body's functions from basic to performance-enhancing.
- Basic nutrition is essential for growth, development, productivity, and achieving optimum health and academic performance. Athletes should first focus on consuming a balanced diet and wherever required supplements can be added.
- Sports nutrition builds on these fundamental concepts to improve athletic performance by reducing fatigue and susceptibility to disease and injury while also allowing athletes to train harder and for longer periods and recover faster.
- Female athletes need to consume adequate micronutrients, especially iron, calcium and vitamin D, to meet their bone health and performance needs.
- The nutrition strategy should be customised according to the athlete's needs, physical parameters and training goals.
- The athlete should practice new foods & timing during the training period and not on the competition days.
- Consulting a qualified Sports Nutritionist will help the athlete to have a holistic approach towards performance improvement & overall health.

#### **Institutional Help for Female Athlete Development**

**By**  
**Smt. Amruta Karkhanis**

##### **Preface**

1. Development of player is a team effort with focus on providing required support for ideal progress of athletic development of players
2. Physical training, technical training, tactical training, psychological training, diet nutrition training and rest recovery training are all important elements for Peak performance.
3. Besides all these, academic progress of athlete happens simultaneously during these Peak years of sporting life.
4. Financial as well as Emotional support is very crucial to the athlete as well as parents from institutions whom they are associated with.

##### **Role of Primary School**

- Encourage participating in sports at school
- Give importance to physical education as much as academics
- Motivate competitive training and participation as these early year experiences lead to long term memories.



- Appreciate efforts even if there are no Medals achieved as this is best form of reward.

#### Role of Secondary school

- Understand sports training intensity would increase and require time for it
- For better recovery, support with time slots or time concession at school.
- Support for lack of attendance
- Understand the lag in academic assignments
- Encourage peer support
- Encourage support from teaching staff
- Appreciation for participating and effort is recommended

#### Role of College

- Support in training requirements with inhouse gym or coaching
- Encourage participating at higher levels of competition
- Help strike balance between academics and Sports
- Provide additional financial support as expenses increase

#### Sports Organization and Training Centre

- Avail required infrastructure of good quality
- Avail qualified coaching
- Avail Sports science support
- Consider Financial help in fees
- Avail extra time for training
- Encourage communication between parent and management
- Assistance in sponsorship
- Share achievements in media
- Explore opportunities for expert coaching experience

#### Sports Association and Federation

- Opportunity for participating in competition
- Encouraging Fair play
- Assuring Safety of players
- Assuring Dressing room and toilet at competitive venue
- Arranging for travel and food
- Availing basic facility for stay at competition
- Conducting camps



- Having assessment of players annually
- Having players insurance
- Availing equity for Opportunity to train and benefit from government policies

## **Career in Sports By Dr. Kavita Kholgade**

### **Highlights Points**

- Play is the highest form of Research
- Amateur Sports vs Professional Sports
- You Can always serve sports
- Professional Courses and Qualifications
- Career Opportunities
- Government Sector
- Private Sector

### **Important Links for Job Opportunities**

1. Department of Post Ministry of Communications, Government of India  
<https://dopsportsrecruitment.in/>
2. Ministry of Youth Affairs and Sports, Department of Sports <https://yas.nic.in/sports>
3. Sports Authority of India Ministry of Youth Affairs and Sports  
<https://sportsauthorityofindia.nic.in/sai/latest-information/#job-opportunities>
4. Directorate of Sports and Youth Services Pune  
[https://sports.maharashtra.gov.in/sports\\_web/](https://sports.maharashtra.gov.in/sports_web/)
5. Maharashtra Public Service Commission  
<https://www.mpsc.gov.in/downloadFile/english/5357>
6. <https://kikali.in/maharashtra-postal-circle-sports-quota-bharti-2021-post-vacancy-eligibilityapplication>
7. <https://www.indgovtjobs.in/2014/07/Sports-Quota-Recruitment.html>

**“Always make a total effort, even when the odds are against you.” – Arnold Palme**





## श्री. मनोहर साळवी write up

क्रीडाक्षेत्रात महिलांचा सहभाग- आणि क्रीडा क्षेत्रातील प्रशासन व नियोजन

काही दशकांपासून क्रीडाक्षेत्रात महिलांचा सहभाग हा बराच मोठ्या प्रमाणात वाढलेला आहे. विविध क्रीडा स्पर्धांच्या प्रकारात महिला क्रीडापटू जागतिक स्तरांवर आपल्या गुणवत्तेची चमक दाखवीत आहेत. ऑलिम्पिक सारख्या स्पर्धातून आपल्या देशातील महिला पदकांच्या मानकरी म्हणून मान प्राप्त करीत आहेत.

हे सार यश प्राप्त करीत असताना प्रत्येक खेळाडूस जिल्हा, राज्य व राष्ट्रीय स्तरांवर चमक दाखवावी लागते. या स्तरावरील स्पर्धातून क्रमाक्रमाने आपली चमक दाखवून यशाकडे वाटचाल करता येते.

खेळांचा प्रचार - प्रसार व विकास करण्यासाठी जिल्हा, राज्य व राष्ट्रीय क्रीडा संघटनांकडे सलग्नता प्राप्त करणे आवश्यक असते.

जिल्हा संघटना : त्या जिल्ह्यातील संघ, संस्था, मंडळे, शैक्षणिक संस्था, व्यवसायिक संस्था या खेळाच्या जिल्हा संघटनांकडे अधिकृतरीत्या संघांची आणि खेळाडूंच्या नोंदणी असणं बंधनकारक असते. ही या खेळाची जिल्हा संघटना महाराष्ट्रात धर्मादाय आयुक्त यांच्याकडे नोंदणीकृत असणं बंधनकारक आहे. ही जिल्हा संघटना राज्य क्रीडा संघटनेकडे अधिकृतरीत्या संलग्न असते. विशिष्ट संघांची आणि जिल्हा संघटना नोंदणी असणं बंधनकारक असते, राज्य संघटना नेहमी राष्ट्रीय असोसिएशनला संलग्न असतो. यानुसार प्रत्येक खेळांचा त्या त्या नुसार स्पर्धा कार्यक्रम व त्यांचे नियोजन त्या त्या स्तरावरील क्रीडा संघटनांकडून उभारणी केलेली असते.

प्रत्येक खेळांच्या राज्य संघटना या महाराष्ट्रात महाराष्ट्र ऑलिम्पिक असो. संलग्न असते तर राष्ट्रीय स्तरावरील क्रीडा संघटना या इंडियन ऑलिम्पिक असोसिएशनला संलग्न असतात. यांच्या माध्यमातून देशात आणि देशाबाहेर विविध खेळांचा प्रचार-प्रसार व विकास होत असताना या क्रीडा संघटनांना राज्य, केंद्र सरकार आणि माध्यमातून अनुदाने आणि आर्थिक मदत लाभत असते यासाठी प्रत्येक क्रीडा संघटनांना आपले प्रशासकीय कामकाज व विविध स्पर्धा, शिबिरे वा अन्य कार्यक्रम नियोजन करण्याची आवश्यकता भासत असते.

या क्रीडा संघटनांचा कार्यभार सांभाळीत असताना राज्य, केंद्र व धर्मादाय आयुक्त यांनी घालून दिलेली कामाची चौकट / नियमावली याला अनुसरून आपली क्रीडा संघटनेचा कार्यभार सांभाळणे बंधनकारक असते. क्रीडा संघटनेच्या गैरप्रकारांमुळे / प्रशासनांतील चुकांमुळे संघटनांना आणि त्यांच्या गुणी खेळाडूंना सामोरे जावे लागते.

प्रत्येक क्रीडा संघटनांना केंद्र सरकारने दिलेली क्रीडा मार्गदर्शक धोरणे याच्या नियमावलीने पालन करणे बंधनकारक आहे. याच मार्गदर्शक नियमावलीनुसार क्रीडा संघटनांचा कारभार असणं बंधनकारक आहे. या नियमावलीचे पालन केले जात नसेल तर त्या त्या संघटनेस आपल्या वरिष्ठ संघटनेवरील आपले प्रतिनिधित्व गमवावे लागते.

खंत: क्रीडा संघटनांच्या कार्यकारिणीमध्ये पुरस्कारप्राप्त राष्ट्रीय खेळाडू यांना विशिष्ट प्रमाणात स्थान असणं बंधनकारक असावे. (ताजे उदा. म्हणजे मुंबई क्रिकेट असो) महिलांना या क्रीडा संघटनेत सदस्य व पदाधिकारी म्हणून राखीव कोटा असावा.



## ANNEXURE VI

### List of Participants

No.	Participants Name	No.	Participants Name	No.	Participants Name
1	Sowmya Katkuri	31	Sapna Gupta	61	Padaya Hetal
2	Shaikha Saniya	32	Khan Noorahasan	62	Aditi Parmar
3	Parchi Waghela	33	Mahira khan	63	hiya Chavhan
4	Harchita Dharheda	34	Bharti Sharma	64	Tanvi Keste
5	vaasuki Tiwari	35	Sangita Rasi	65	Komal Yadav
6	Roja Mishra	36	Shubham Mansuri	66	Manisha Chaubala
7	Aditi Singh	37	krushna Pandya	67	Swati patwa
8	Payal Saroj	38	Mahek Makhwana	68	Gunjali Khamgaonkar
9	Dupali Ingale	39	Sakshi Samant	69	Nishant Mirza
10	Mehren Mansuri	40	Mukta Tawde	70	Ishwari Chavan
11	Gargi Joshi	41	Tejaswani Singh	71	Kshushi Mishra
12	Jara Khan	42	Suman Jaiswar	72	Khan Zoya
13	Khshboo Hanif Saiffee	43	Hiranmayee Mishra	73	Samruddhi chorge
14	Samrudhi Sawant	44	Prachi Mado	74	Rutika Dhadse
15	Nageshwari Tetgure	45	Shaikh Zainab	75	Rani Anuragi
16	Dhanshree Sawant	46	Sanjeevani Yadav	76	Yashika Shah
17	Saikh Rameeza	47	Simran Shukla	77	Nrushali Tari
18	Shaikh Tayba	48	Sumaiya Shukla	78	Aaditi shinde
19	Shaikh Aaisha	49	Pranali Karakare	79	Ashvi jain
20	Rajeshwari Gupta	50	Shruti Sonawane	80	Neha Savey
21	Samiksha Mhade	51	Amjali Shegar	81	Akisga shaikh
22	Rekha Naval	52	Anjum Shaikh	82	Shaik Ashra Ahmed
23	Shilu Gupta	53	Pooja patil	83	mahi Ladariya
24	Shreya Kamble	54	Anju Yadav	84	Preeti kant
25	Sayli Uday Chanvan	55	Sakina Shaikh	85	Nakwa Mawiya
26	Vaishnavi Makwa	56	Neha Dhadse	86	Radhika Pal
27	Sakshi Shinde	57	Chelsie Gandhi	87	Kumkum mavrya
28	Meghana Kacha	58	Supriya Magar	88	Sae panvekar
29	Sadaf Shaikh	59	Fiona Sampat	89	Saniya Binjar
30	anjali Gupta	60	Rajalakshmi Nair	90	Sakshi patil







214	Bhagyshree Parsekar	224	Fardin Sayyad	244	Aarti Saini
215	Pournima Kore	225	Akasa Sayyad	245	Gajbe Sankalp
216	Noonil sudedhar	226	Neha sasane	246	metho Alex
217	Indhumathi Thevas	227	sharvani sawardekar	247	Zoya Chudesara
218	sulgha Lakshmi	228	Deepak Raut	248	Nikita Sasane
219	Riya Mishra	229	Sara Mikashi	249	Sanidhya Parbalkar
220	Gargi Narvekar	230	sayyed Azra	250	sheetal Waghmare
221	almas shaikh	231	suvarna Joshi	251	Swati Gavahkar
222	Rekha Maske	232	Aksha siddhiqi	252	Angha Deshmukh
223	Renuka Sonavane	233	samrin Shaikh	253	Priya Wadile
224	Fardin Sayyad	234	Nazreen Khan		
225	Akasa Sayyad	235	Anushka Sharma		
226	Neha sasane	236	Amrita Sharma		
227	sharvani sawardekar	237	Soni Kanojiya		
228	Deepak Raut	238	Rashi Bharda		
229	Sara Mikashi	239	Tiwari Pooja		
230	sayyed Azra	240	Siddhi Kudtarkar		



## ANNEXURE VII

**Photographs (attached separately)**

## ANNEXURE VIII

**CD of the report (attached separately)**

