



# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

Unaided- Private, Linguistic Minority (Sindhi) Institute  
Approved by A.I.C.T.E. Certified under ISO 9001:2015

**Dr. B. H. Nanwani**  
Director

Affiliated to Savitribai Phule Pune University, NAAC Accredited with "B+" Grade.  
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## Academic Year 2021

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1	Dr. B.H. Nanwani	Institutionalizing Educational Policies and Academic Audits for Higher Education Institutions	Teaching - Learning & Evaluation Policy	978-81-950227-3-1	IQAC Cluster Pune	2021
2	Dr. B.H. Nanwani	Outcome Based Education- Guide for Beginners	Programme Outcomes and Measurement of Attainment of Programme Outcomes	978-81-954143-0-7	Sadhu Vaswani Institute of Management Studies for Girls	2021
4	Dr. Smita Iyer	Outcome Based Education- Guide for Beginners	Programme Outcomes and Measurement of Attainment of Programme Outcomes	978-81-954143-0-7	Sadhu Vaswani Institute of Management Studies for Girls	2021
5	Dr. B.H. Nanwani	Outcome Based Education- Guide for Beginners	Course Outcomes and Measurement of Attainment of Course Outcomes	978-81-954143-0-7	Sadhu Vaswani Institute of Management Studies for Girls	2021
6	Dr. Smita Iyer	Outcome Based Education- Guide for Beginners	Course Outcomes and Measurement of Attainment of Course Outcomes	978-81-954143-0-7	Sadhu Vaswani Institute of Management Studies for Girls	2021

# Title- Institutionalizing Educational Policies and Academic Audits for Higher Education Institutions

## Institutionalizing Educational Policies and Academic Audits for Higher Education Institutions

**Mr. Peeyush Pahade**  
Founder member  
IQAC Cluster

**Dr. Badrunnisa. S**  
Head of Quality Control  
Krupanidhi Group of Institutions

About the Quality Development Course:

The course elevates and metamorphoses teachers into quality engineers in the educational field. The course is comprehensive and covers the whole gamut of operations and processes in an educational institution and builds in the participants a 'quality mindset' for handling these operations. Educational leaders and teachers are thus equipped to build institutional quality and become catalysts of change in the educational institutions they serve.

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*"Development of Institutional Quality"*  
3<sup>rd</sup> August - 10<sup>th</sup> November 2020

Dr. Rajinder Singh	Dr. Maria Martin Joseph	Dr. Nirmalja Samanta	Dr. Peeyush Pahade Mentor	Dr. Anurag S. Mentor	Dr. Rajendra D Jadhav	Dr. Prashant K.	
Dr. R.H. Natarani	Dr. N. Sathya	Dr. K. Lakshmi	Ms. Jayashree	Dr. Lalitha	Dr. Edithson	Dr. Ganesh Sankar	
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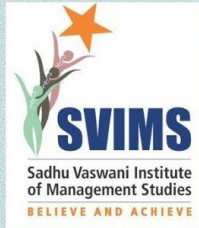
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	Quality Enhancement through Academic and Administrative Audit
1	Internal Quality Assurance Policy
2	E-Governance Policy
3	Policy on HR for Teachers
4	Finance Policy
5	Staff Research Incentives and Awards
6	IT Administration Policy
7	Performance Appraisal Policy
8	Staff Development Policy
9	Curriculum Development Policy
10	Teaching – Learning & Evaluation Policy
11	Academic Administration of the College
12	Policy for Improved Internships and Placements
13	Library Policy
14	Student Support Policy
15	Policy on the Functioning of Parent-Teacher Association
16	Alumni Association Policy
17	Infrastructure Facilities of the Institution
	Glossary and Frequently asked questions

**Title- Outcome Based Education- Guide for Beginners**



## **Sadhu Vaswani Institute of Management Studies for Girls**

### **Outcome Based Education - Guide for Beginners**



**Authors:  
Dr. B.H. Nanwani  
Dr. Smita Iyer**

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1	Dr. Smita Iyer	International Conference on Ecofeminism Book Proceedings	A sustainable way to tackle sanitary pads: Case Study on Saukhyam Pads	978-81-954143-4-5	Sadhu Vaswani Institute of Management Studies for Girls	2021
2	Dr. Smita Iyer	International Conference on Ecofeminism Book Proceedings	A business from best out of waste: Vapasee	978-81-954143-4-5	Sadhu Vaswani Institute of Management Studies for Girls	2021

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## International Conference **ECO**feminism 25<sup>TH</sup> & 26<sup>TH</sup> JUNE 2021

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*Sadhu Vaswani Institute of Management Studies for Girls*

**International Conference**

**On**

**Ecofeminism**

25<sup>th</sup> and 26<sup>th</sup> June 2021

*Year of Publication: June 2021*

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## **A sustainable way to tackle sanitary pads: Case Study on Saukhyam Pads**

By: Ms. Harshali Chandgadkar, Dr. **Smita** Iyer

### **Abstract**

*A sustainable sanitary pad was developed by the Math NGO led by Sri Mata Amritanandamayi, further developed into an enterprise by Ms. Anju Bist. Saukhyam reusable menstrual pads made out of banana fiber for its cost effective and absorbent features. This environment friendly product degrades itself naturally and has been recognized for its sustainable research and business.*

*Keywords: Sustainable business, Reusable pads, Sanitary Pads, Banana Fiber*

### **Introduction**

Every month a woman goes through her menstrual cycle creating a market for sanitary pads. These pads are made out of unsustainable products like synthetic liners, plastic, chemical absorbents etc, in a populous country like India, women population is 48% of which 67% of population fall under mensurating age group. This makes the market very attractive for commercial sanitary pad producers. With aggressive advertisement and digital promotion of commercial sanitary pads, consumption is expanding in rural areas also. The increase in consumption of commercial sanitary pads that are non-degradable by nature is putting a pressure on the environment by generating 44,375 million kgs of non-degradable waste. This waste will require 500-800 years to decompose. This is a major concern for future generation as this consumption will keep increasing as the pollution increases. Not just this, the most important and absorbent material used in 99% of sanitary pads is cellulose fiber. Millions of trees are being cut to derive this cellulose fiber for the production of disposable sanitary pads. In the current period of global warming and climate change it was essential to look for an alternative which would be comfortable for the human body and sustainable for the environment. So, what could be the solution? The answer to this could be- Sustainable pads. This gave birth to development of Saukhyam Pads.

## **A business from best out of waste: Vapasee**

By: Dr. **Smita** Iyer, Ms. Harshali Chandgadkar

### **Abstract**

*Waste management comes along with many different issues like unscientific treatment, improper collection of waste and various ethical problems. All this eventually affects negatively to the environment causing water pollution, air pollution, soil pollution and environment degradation. Vapasee, a start-up came out with an innovative way of upcycling post consumption waste by making designer products out of them. This business created a niche market in tier 1 cities in India by integrating unorganised waste collectors, training self-help groups (SHGs), architects and interior designers building a socially inclusive sustainable business model.*

**Keywords:** *Upcycling, Waste management, best out of waste, sustainable business.*

### **Introduction**

The art of upcycling has become a trend in today's world. At the core of upcycling lies the concept of reusability. Post consumption waste acts as the raw material for upcycling. Thus, for an upcycling business global waste proves to be a goldmine. Every year human consumption generates unmanageable waste. In the year 2020, global waste generation accounted to be 3.4 billion metric tons of which India contributed 12%. This waste puts pressure on the environment and the ecosystem thriving on it. Huge waste generation resulted in environmental degradation endangering the systems of the Earth.

Thus, in the United Nations Sustainable Development Summit 2015, 17 Sustainable Development Goals (SDG) were defined under the 2030 Agenda for Sustainable development. These goals officially came into force from 1<sup>st</sup> January 2016. Among these goals, SDG 12: Responsible Consumption and Production focuses on management of all types of waste by preventing, reducing, recycling and reusing. Here, upcycling form of businesses/startups play a major role in achieving the set goal. This incentivized governance and the large businesses to encourage startup ideas in upcycling business so that they could achieve the target by 2030.