



A Report

on

Outreach Programme and Webinar

Priority area - Unequal Pay: Gender Discrimination at Workplace

**NAVIGATING CAREER AND ECONOMIC
INEQUALITY: CHALLENGES IN
WOMEN EMPOWERMENT**

Sponsored by

**National Commission for Women, Government of
India**

Organized by

Central University of Odisha, Koraput

29-30th December, 2021

FROM THE DESK OF THE COORDINATOR



About The Programme

Dr. Kakoli Banerjee
Presiding Officer
Internal Complaints Committee (ICC)
Central University of Odisha
Coordinator of the Programme

The manifestation of redistribution of power that challenges patriarchal ideology and male dominance (Chandra 1997).

Women's empowerment is a process of personal and social change, taking place over interlinked and mutually reinforcing psychological, political, social and economic domains, and through which women individually and collectively gain power, meaningful choices and control over their lives. It is not a linear, uncontested process but instead a journey characterized by negotiation and compromise, and uncertain outcomes.

Although it has attracted increased attention in recent years, there is no universally agreed definition of women's economic empowerment. Women's ability to succeed and advance economically and the power to make and act on economic decisions is core to the understanding of a number of development institutions. Others emphasise the need to examine the terms on which poor women enter the labour market, the way women's contributions are valued and women's ability to negotiate a fairer deal for themselves, including in relation to the benefits of growth.

Central University of Odisha took the initiative with (i) an Outreach Programme for promoting girl student which was held on 29/12/2021 at Astha Children Home, Chappar, Koraput, Odisha under the jurisdiction of Govt. of Odisha and (ii) Webinar on Navigating Career and Economic Inequality: Challenges in Women Empowerment with six key factors directly affecting women's individual and collective lived experiences:

1. Education, skills development and training
2. Access to quality and decent paid work
3. Unpaid care and work burdens
4. Access to property, assets and financial services
5. Collective action and leadership
6. Social protection

Alone and in conjunction with one another, these interventions stand to create a more empowering economic environment for women.



ओड़िशा केन्द्रीय विश्वविद्यालय
CENTRAL UNIVERSITY OF ODISHA
 (Established under the Central Universities Act, 2009)



Priority Area - Unequal Pay: Gender Discrimination at Workplace

**OUTREACH PROGRAMME
 FOR PROMOTING GIRL STUDENTS**

sponsored by
National Commission for Women, Government of India

WEDNESDAY, 29th DECEMBER 2021

Organised by *Internal Complaints Committee (ICC), CUO*
 P.O. NAD, Sunabeda, Koraput - 763 004, Odisha, India



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 P.O. NAD, Sunabeda, Koraput - 763 004, Odisha, India



PRIORITY AREA | Unequal Pay: Gender Discrimination at Workplace

National Webinar On

**“NAVIGATING CAREER AND ECONOMIC INEQUALITY: CHALLENGES IN
 WOMEN EMPOWERMENT”**

sponsored by
National Commission for Women (NCW), Government of India



Chief Patron
Prof. Sharat Kumar Palita
 Vice-Chancellor I/c
 Central University of Odisha



30 DECEMBER 2021

10:00 AM - 1:00 PM

GOOGLE MEET JOINING INFO

<https://meet.google.com/qqi-nozm-bpm>



Keynote Speaker
Prof. Meena Hariharan
 Founder Director
 Centre for Health Psychology
 University of Hyderabad, Hyderabad

Resource Persons



Dr. Shashank Grahacharjya
 Director, Centre of Excellence
 Gopabandhu Academy of
 Administration
 Bhubaneswar



Prof. Navaneeta Rath
 Professor, Department
 of Sociology
 Utkal University
 Bhubaneswar



Dr. M.K. Lodi
 Adjunct Professor
 Center for Management
 Studies (CMS), Jain Deemed-
 to-be University, Bangalore



Ms. Namrata Chadha
 Chairperson
 Mahila Adhikar
 Abhiyaan
 Bhubaneswar

Contact Persons

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Coordinator

Dr. Kakoli Banerjee
 Presiding Officer
 Internal Complaints Committee (ICC)
 Central University of Odisha



For more information
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Organised by *Internal Complaints Committee (ICC)*

Registration Link
<https://forms.gle/xHRZeCCKLjoaSBND9>



Website: www.cuo.ac.in



ओड़िशा केन्द्रीय विश्वविद्यालय
(केन्द्रीय विश्वविद्यालय अधिनियम २००९ के तहत स्थापित)
Central University of Odisha
(Established Under the Central Universities Act, 2009)
PO-NAD, Sunabeda, Koraput - 763 004, Odisha, India



Priority Area - Unequal Pay: Gender Discrimination at Workplace

National Webinar on

"NAVIGATING CAREER AND ECONOMIC INEQUALITY: CHALLENGES IN WOMEN EMPOWERMENT"



Sponsored by
**National Commission for Women,
Government of India**

[30th December 2021 | 10:00 AM to 01:00 PM]

Programme Schedule

10:00 am	Inauguration	
10:00 to 10:05 am	Welcome Address	Dr. Kakoli Banerjee Presiding Officer, Internal Complaints Committee (ICC) Central University of Odisha
10:05 to 10:15 am	Inaugural Address	Prof. Sharat Kumar Palita Vice Chancellor (I/c) Central University of Odisha
10:15 to 10:20 am	Introduction to Keynote Speaker	Dr. Rudrani Mohanty Member, Internal Complaints Committee (ICC) Central University of Odisha
10:20 to 10:40 am	Address by	Prof. Meena Hariharan Founder Director, Centre for Health Psychology University of Hyderabad
10:40 to 10:50 am	**TEA BREAK**	
Technical Session - I		
10:50 to 10:55am	Introduction to Resource Person - I	Dr. Nupur Pattanaik Faculty, Department of Sociology Central University of Odisha
10:55 to 11:10am	Address by	Dr. Shashank Grahacharjya Director, Centre of Excellence Gopabandhu Academy of Administration Chandrasekharpur, Bhubaneswar
11:10 to 11:15 am	Interactive Q&A Session	

11:15 to 11:20 am	Introduction to Resource Person- II	Ms. Pabisha Chattopadhyay Faculty, Department of Business Administration Central University of Odisha
11:20 to 11:35 am	Address by	Prof. Navaneeta Rath Dept. of Sociology, Utkal University Bhubaneswar
11:35 to 11:40am	Interactive Q&A Session	
11:40 to 11:55 am	**REFRESHMENT BREAK**	
Technical Session - II		
11:55 am to 12:00pm	Introduction to Resource Person- III	Dr. Anindita Nayak Faculty, Department of Anthropology Central University of Odisha
12:00 to 12:15pm	Address by	Dr. M.K. Lodi Adjunct Professor Center for Media Studies, Jain Deemed-to-be University Bangalore
12:15 to 12:20pm	Interactive Q&A Session	
12:20 to 12:25pm	Introduction to Resource Person- IV	Dr. Anjali Dash Faculty, Department of Economics Central University of Odisha
12:25 to 12:40 pm	Address by	Ms. Namrata Chadha Chairman Mahila Adhikar Abhiyaan, Bhubaneswar
12:40 to 12:45 pm	Interactive Q&A Session	
12:45 to 12:55 pm	Summing up	Dr. Meera Swain Member, Internal Complaints Committee (ICC) Central University of Odisha
12:55 to 1:00 pm	Vote of Thanks	Dr. Sony Parhi Faculty, Department of Journalism & Mass Communication Central University of Odisha

Registration
(Google Form)

<https://forms.gle/xHRZeCCKLjoaSBNd9>

Joining
(Google Meet)

<https://meet.google.com/qqi-nozm-bpm>

Contact Persons :

i) **Dr. Rudrani Mohanty**
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ii) **Dr. Meera Swain**
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For more info, contact at chairperson.icc@cuo.ac.in

REPORT OF OUTREACH PROGRAMME FOR PROMOTING GIRL STUDENTS UNDER THE PRIORITY AREA- UNEQUAL PAY: GENDER DISCRIMINATION AT WORKPLACE

The Internal Complaint Committee (ICC) of Central University of Odisha, Koraput had done a survey on various orphanage centres under the jurisdiction of Govt. of Odisha on 28th December 2021 at Koraput district for promoting and empowering the girl students. From the survey the Astha Children Home, Chappar was finalized for the programme to promote girl students. Survey recorded about 65 orphan students in the children home.

Central University of Odisha did its outreach programme on 29th December 2021 from 02:30 pm to 04:30 pm sponsored by National Commission for Women, Govt. of India. The programme was organised at Astha children home at Chapper village of Koraput.

The programme was inaugurated by **Dr. Kakoli Banerjee**, Presiding Officer ICC, CUO, **Prof. Sharat Kumar Palita** (Vice-Chancellor I/c), **Dr. Asit Kumar Das** (Registrar) and **Dr. Ram Shankar** (Controller of Examinations). **Ms. Rajashree Das (District Child Protection Officer) was the Chief Guest of the programme.** The Staffs of Astha orphanage center **Ms. Suprabha Nisanka, Ms. Shradhanjali Dash** and **Ms. Madhusmita Satapathy** were also present.

Prof. Palita wished better luck to the children, shared his precious knowledge and urged the children for pursuing higher studies in CUO. Remembered late Dr. Abdul Kalam, he suggested them to dream big and to get success in their life. Dr. Ram Shankar explained his gratefulness to the University for the arrangement of such programme. He advised the children how to behave with others (Sadachar) and to achieve the goal of the life by dedication. He also suggested arranging an exhibition for the children in the University premises to gain some knowledge about higher studies at university level.

Ms. Rajashree Das explained about the aims of Women Commission and Internal Complaints Committee as well as Vishaka guidelines of 2013. She advised the children to be positive in every situation of life. Dr. Rudrani Mohanty and Dr. Meera Swain encouraged the students and made them understand the basic concept and importance of gender and how to make themselves smarter day by day to live independently in their future life too.

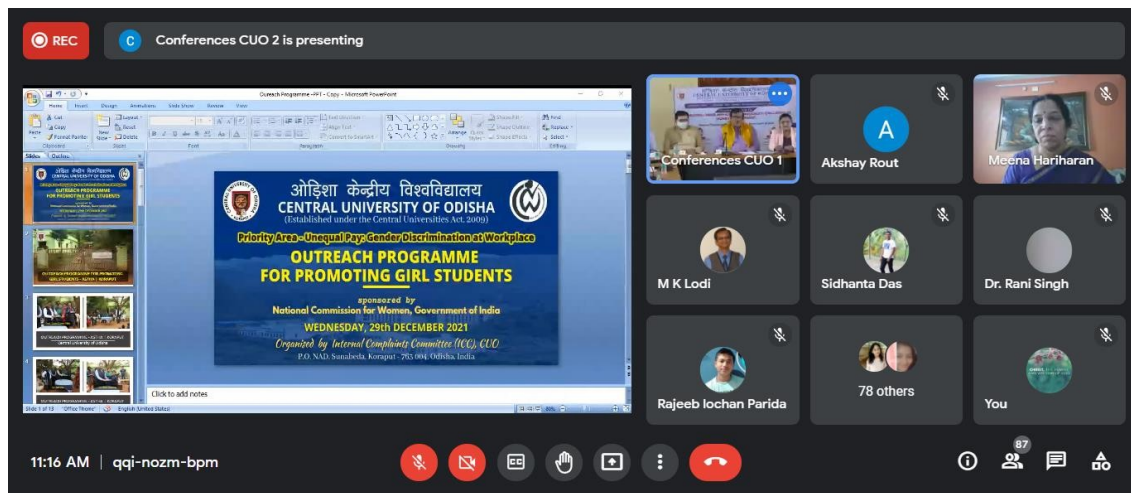
Dictionaries, notebooks and stationaries were distributed among 65 orphan students by Vice Chancellor (I/c), Registrar, CoE, Dr. Kakoli Banerjee, Dr. Rudrani Mohanty, Dr. Meera Swain, Dr. Nupur Patnaik, Dr. Anjali Dash, Ms. Pabisha Chattopadhyay and Dr. Anindita Nayak. The

students sang songs and danced in tribal culture (Dhimsa).

Non-Teaching Staffs namely Tirupati Dasari, Dilip Kumar Behera, Gupta Prasad Barik, Ph.D scholars and students Prakash Paraseth, Pramod Kumar Bindhani, Chetna Kheti supported to make this programme successful.

Finally, Dr. Kakoli Banerjee thanked everyone for the involvement of University officials and staff for successfully arrangement of the programme.

The programme was also presented on the following day of webinar.



Field Photo Gallery



Front and inside view of Astha Children Home



Arrival of Vice Chancellor, Registrar and Controller of Examinations to the venue



Distribution of Mask among the inmates of Astha



Initiation of programme by Dr. Kakoli Banerjee Presiding Officer, ICC



Address by Hon'ble VC (I/c), Prof. Sharat Kumar Palita



Address by Dr. Ram Shankar, Controller of Examinations



Addressed by Ms. Rajashree Das, District Child Protection Officer, Koraput



Address by Dr. Rudrani Mohanty, Member ICC, CUO



Address by Dr. Meera Swain, Member ICC, CUO



Activities by the Students



Song by the Students



Dance performance by the students



Study materials distributed among the Astha students by CUO members



Study materials distributed among the Astha students by CUO members



Study materials distributed among the Astha students by CUO members



Dhimsa dance group and other students with CUO members



Felicitation to Astha members on behalf of CUO, Koraput



Group photos

REPORT OF “NAVIGATING CAREER AND ECONOMIC INEQUALITY: CHALLENGES IN WOMEN EMPOWERMENT”



Dr. Kakoli Banerjee
Presiding Officer
Internal Complaints Committee (ICC)
Central University of Odisha
Coordinator of the Programme

Dr. Kakoli Banerjee, Presiding Officer, Internal Complaints Committee (ICC), CUO started the programme with an introductory welcome note. There she discussed the details and significance of the webinar briefly. She heartily thanked the previous Vice Chancellor of CUO, Late Prof. I. Ramabrahmam for providing much support and enthusiasm to work on projects related to women empowerment. She stated that women receive lesser wage (about 42% lesser) than men instead of giving equal efforts and she also stated that India ranks 104 with respect to gender gap globally. She praised the role of the Government taken in promoting economic empowerment of women. The Government has made gender profile already throughout the country except Lakshadweep. She briefly states the importance of organizing such programmes and how that can add to wholesome women empowerment at workplace. She cordially invited all the resource persons with their brief biodata and she also heartily welcomed all the staffs, officers, faculty members, ICC members, research scholars and participants. She stated the procedure of receiving certificate of participation and the details of the feedback form. She formally welcomed Dr. Sharat Kumar Palita, VC (I/c), CUO for delivering the inaugural address.



Address by Presiding Officer ICC, Dr. Kakoli Banerjee



Chief Patron

Prof. Sharat Kumar Palita

Vice-Chancellor I/c

Central University of Odisha

Prof. Sharat Kumar Palita, Vice Chancellor (I/c), Central University of Odisha inaugurated the programme. He welcomed all the university faculties, officers, research scholars, students and the speakers in the webinar. He heartily congratulated all the women associated with the university for taking part in the programme. He said that globally every country is trying to bring a parity between two genders and how females are playing important roles as forefront workers everywhere. He was glad to state the gender ratio of admission in CUO in 2021 where 65% female students enrolled. He described in brief the role of Ministry in promoting gender equality, poverty eradication and overall economic growth of the country. He expressed his worries regarding the fact that still now women are exploited in the society and are bound to household activities mostly deprived of economic liberty and economic empowerment. He described in brief Goal 1, 5 and 8 respectively from 2030 Sustainable Development Goals. He said that western countries pay equal importance to men and women at workplace and for that their economic growth in terms of GDP is much higher and he also stated the statistics that 15% decrease in economic growth is due to gender bias. He opined that society has to keep tally with new technologies with women being an integral part of those. He stated some survey statistics which says that companies having more women employees or women at administrative sectors profit much more than men centric companies. He was proud to state that Government of India is recruiting women in navy and defense these days. He ends his speech by wishing the webinar all the success.



Inaugural address given by VC I/C, Prof. Sharat Kumar Palita

Dr. Palita sincerely thanked Dr. Kakoli Banerjee for arranging this significant webinar. Dr. Banerjee summed up his speech and strongly agreed with his views. Dr. Banerjee requested Dr. Rudrani Mohanty, Member, ICC, CUO to introduce and welcome the Speaker Prof. Meena Hariharan.

Dr. Mohanty stated the contribution of Prof. Hariharan towards the society and her works on literacy of rural women. She also spoke about Prof. Hariharan's publications.



Introducing Keynote Speaker by Dr. Rudrani Mohanty, Member ICC, CUO



Keynote Speaker

Prof. Meena Hariharan

Founder Director

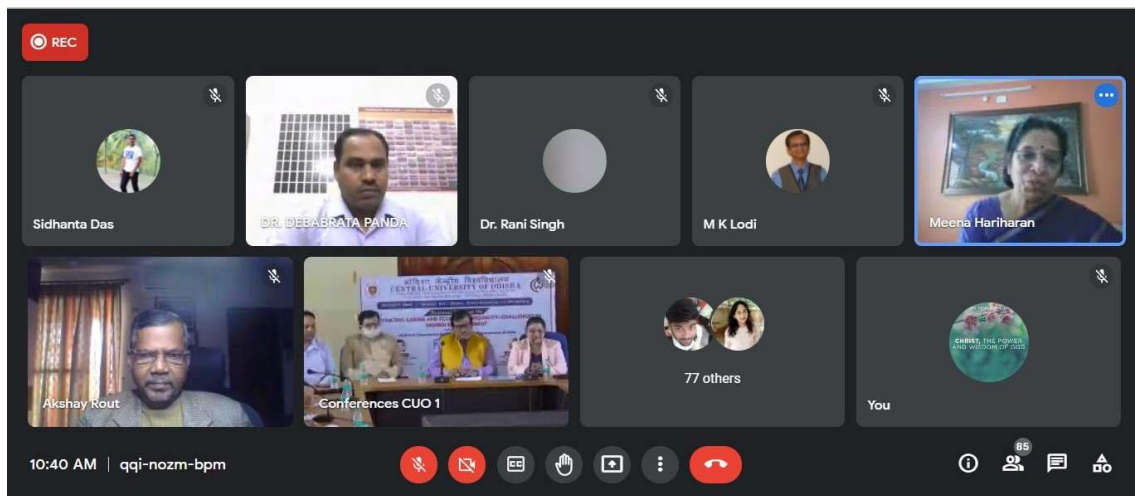
Centre for Health Psychology

University of Hyderabad

Brief biodata: She is a Professor, Centre for Health Psychology, University of Hyderabad. She was the founder Director of this Centre in the year 2007. She completed her Masters in Psychology and Ph.D in Psychology from the Centre for Advanced Studies in Psychology, Utkal University, Odisha. She has been in University of Hyderabad since the year 1992. Before joining the University she worked in National Institute of Nutrition. She is one among very few in the country working in the specialised area of Behavioural Cardiology. Four students working in this area under her guidance have been awarded Ph.Ds. She has standardized a number of psychological tools in the area of Behavioural Cardiology. She has more than 60 articles in national and international journals, and book chapters. She has published three books, by Sage, Allied and Global Vision. The fourth one, a text book of Health Psychology is in print with Sage. Apart from this she has produced several programmes related to Psychology for the erstwhile 'Country wide Classroom'. She is the Founder President of the Association of Health Psychologists and Chief Editor of the Journal of Health Studies. She is in the editorial Boards of some journals. She is a member of Ethics Committees of four corporate hospitals. Member of Boards of Studies of Departments of Psychology of several Universities. As the president of the Association of Health Psychologists, she, in collaboration with UNICEF, Actionaid, Dr.Reddy's foundation and several other organizations took the initiative in starting helplines for people across the country for providing counseling for psychosocial problems during the COVID 19, which is receiving thousands of calls from all over the country. The helpline is still active. She is the recipient of Mayadev Memorial Lectureship award from Asiatic Society for the year 2020 for her research contribution in the area of rural women'.

Address: Prof. Hariharan defined equality in terms of present situation and opportunities. She said that if we compare the physiological and psychological systems between both the genders, we would find exact similarity except for the reproductive system. She said the gender differentiation regarding policies and power started based on this particular difference of reproductive system in the males and females. Socio-cultural expectations from both the genders are still different. She cited survey statistics that say share of women in job markets is

50% of total women population proving no gender equality in employment sectors but in the agricultural sectors women participation accounts for 45%-47%. She said that in Parliament only 33% seats are reserved for women which should be at least 50% to bring gender equality. She praises the Government to employ women these days in army as commanders. Still very less percentage of women are employed in Central Universities and Institutes as professors or officers. These surveys were summarized by Rao et al. (2013) and were submitted to the Commission. She stated the negative attitude of men towards women which still persists leading to National loss. She spoke about an interesting fact that right hemisphere of brain is very active in women making them creative and organized which if utilized properly can lead to a wholesome success of the Nation. She stated her thinking that if women would have participated in more numbers in educational sectors, then India could have bagged many more Noble prizes. She was sad to share her experience that men and women are asked different questions in interviews. Men are asked about their academic proficiencies while women are asked if they can be sincere towards the job managing households. She concluded her speech by saying that if women are not given leadership roles in different work sectors, then the innovation would stop and country would be at loss.

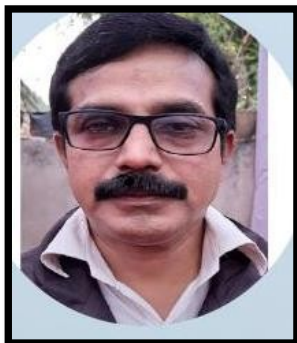


Address by Prof. Meena Hariharan

Dr. Banerjee summarized the speech of Prof. Hariharan and pointed the recommendations that she listed from Prof. Hariharan's speech. Then she requested Dr. Nupur Pattanaik, Faculty, Department of Sociology, CUO to formally introduce the next resource person Dr. Shashank Grahacharjya with his brief biodata.



Introducing Speaker I by Dr. Nupur Patnaik, Sociology Department, CUO



Resource Person I

Dr. Shashank Grahacharjya

Director, Centre of Excellence

Gopabandhu Academy of Administration,

Brief biodata: Dr. Shashank Grahacharjya is a development and humanitarian aid professional with more than 25+ years of post-master's work experience. He has worked under Government, and UN agencies in Asia and Africa. He has been responsible for overall programme management of various multi-sector multi-stakeholders large and complex programs in multi-culture work environment. Currently, he is working as the Director, Centre of Excellence (CoE) in Gopabandhu Academy of Administration. Dr. Shashank Grahacharya talked about on the topic 'Women Empowerment: Reduction of Gender Discrimination - an approach'. Putting an end to extreme poverty requires providing opportunities for all individuals, especially women, to thrive through education, nutrition, and health. In order to achieve this goal, a greater emphasis must be placed on gender equality and the removal of barriers that disproportionately affect women. Women comprise two-thirds of the global illiterate population and all women face additional hurdles to their economic and social well-being, including the pay gap and the fact that women are much more likely to hold vulnerable jobs. He gave a statistics on Odisha and the historicity of Odisha and the gender equation by citing the example of great historian Fakir Mohan Senapati who was a crusader in elimination of violence against women, the historic past of women and steps to empower them. He suggested practical steps for capability building among women by citing various relevant examples.

Address: The broad topic of the delivery of Dr. Grahacharjya was the scenario of women empowerment in the world of discrimination. He stated that women are discriminated from men still now in every sphere, society, workplaces, country etc. He described in brief Goal 5 of Sustainable Development which was discussed under the following broad points:

- Participation and equal opportunities for both the genders
- Strategies of ending gender discrimination
- Ban of early and forced marriage for women
- Equal right to economic resource for both the genders

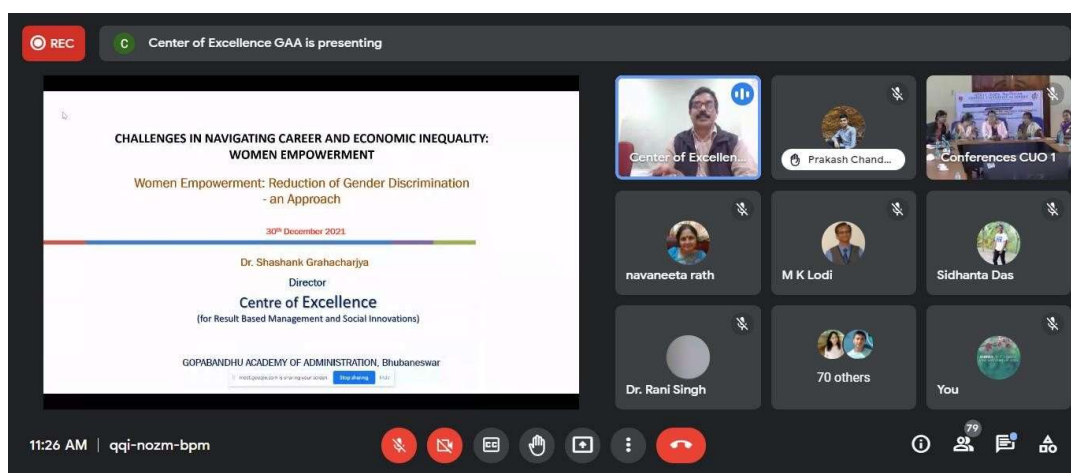
He emphasized on the poor reproductive health status of women in India and opined that legislation should be enforced for gender equality. He discussed Gender Gap Index 2021 under the following broad points where 156 countries participated:

- Equal participation and opportunities in every sector for both the genders.
- Equal educational attainment for both genders.
- Ensuring the health and survival of women
- Political empowerment of women

The statistics regarding economic participation and opportunity of women was stated point-wise as follows:

- Economic gender gap in India accounts for 67.4%
- 29.2% women only are given technical roles
- Women in senior administrative posts accounts for only 14.6%

He also discussed the concepts of gender mainstreaming, gender continuum types and gender consensus. Still in rural India daily wage ratio of female to male is 0.72. He discussed in details the condition of Odisha with respect to gender equality. He cited statistics regarding the classification of agricultural workers in Odisha during 2020-2021. He concluded by suggesting that scenario would only get better if the State intervenes in gender mainstreaming.



Address by Dr. Shashank Grahacharjya



Dr. Banerjee summarized the speech of Dr. Grahacharjya and asked the speaker ‘Why Gender Gap Index in Bangladesh is lower than that of other countries?’. She took questions from the participants related to the speaker’s speech. She then requested Ms. Pabisha Chattopadhyay, Faculty, Department of Business Administration, CUO to formally introduce and welcome the next resource person Prof. Navaneeta Rath.



Introducing Speaker II by Ms. Pabisha Chattopadhyay, Dept of Business Management, CUO



Resource Person II

Prof. Navaneeta Rath

Professor, Department of Sociology

Utkal University, Bhubaneswar

Brief biodata: Prof. Rath is at present serving as a Professor in the Department of Sociology, Utkal University, Bhubaneswar, Odisha. She has combined experience in both teaching and research. She is an academician by profession but a researcher by passion. Obtaining her post-doc degree from Germany, she had the privilege to serve the World Bank and the UNDP as a research consultant. She has also rendered research consultancy to CRY, Save the Children, Prem Plan and OXFAM, UNICEF. She has around 50 papers published in various National and International journals, 7 books authored and 4 books edited. She has also developed few training modules on gender, non- institutional child care and four modules on Sociology for Master's degree students and has completed 18 projects individually. Her area of specialisation is gender studies and development studies. She was the Director of School of Women's Studies, Utkal University and has given trainings on gender budgeting, gender auditing, gender sensitization etc. Presently she is a member of the Odisha Backward Caste Commission.

Address: Prof Rath's broad topics of speech was 'position of women at workplace' and 'gender discrimination at workplace'. She stated that in most of the sectors of work, women are absent which could be termed as 'invisibility in the world of work'. She said that role of women is defined and assigned against their will both at home and also at workplace. She stated the report of United Nations that says that's only 47% women participate in labour market whereas 74% men does the same. She stated 3 steps which are to be taken to stop gender discrimination at workplace which are as follows:

- Change of attitude towards women to be made by the family and also by the world of work.
- Action to be taken to stop gender discrimination
- Assertive steps are to be taken by young girls and women.

Dr. Rath also discussed about gender-based pay gap, sexual harassment of women at workplace. She concluded by saying that only attitudinal change of the society towards women can put a full stop to this issue of gender discrimination and pay inequality at workplace. She also ended by saying that women have to be confident and courageous enough to break the glass ceiling.

navaneeta rath is presenting

Enter your search term

Gender Discrimination at Workplace: Unfolding the Forms and Rethinking Solutions

Prof. Navaneeta Rath
Presentation at the
Central university of Odisha, Koraput
30-12-2021

12:05 PM | qqj-nozm-bpm

53 others

Prakash Chandra Beh...

Center of Excellence GAA

You

navaneeta rath is presenting

Enter your search term

Discrimination and Exploitation at Workplace

- Gender stereotypes
- The Glass Ceiling
- Pay Gap
- Sexual Harassment of Women at workplaces

Gender Stereotyping at Work

- Deep-rooted ideas about the attributes and capacities of men and women which shape our role expectations from them. These are called stereotypes.
- We strongly feel that men are suitable for some jobs while women are suitable for some others.
- Such preconceptions still dominates our employment market and decide the work to be assigned to men and women.
- Many of us have a strong feeling that men are
 - physically stronger
 - better risk handlers, rational, responsibility takers and decision-makers.
- Biases that guide us and generate discriminatory practices for women in the employment market.
- Positions of nursery teachers, nurses, teaching jobs, front office managers, assistants, attendants, secretaries are occupied predominantly by women. These are called "pink-collar jobs"
- Machine operators, operators of ships, members of the armed forces, CEOs happen to be men. Their jobs are "brown" while and blue-collar jobs", which are better paid.

- Padma Shri Sudha Murthy, Chairperson of the Infosys Foundation, a great social activist and writer, sent a post card to J.R.D. Tata as her response to the ad by TELCO:
 - "Young energetic engineers required. Ladies need not apply."
 - "What you are doing is wrong because TATA as a company is always ahead of its time. If a socially aware company like yours stops recruiting women, how do you expect society to change?"
 - J.R.D. Tata asked the recruitment team to invite Sudha for an interview, test her technical knowledge and instructed them to give her the job if she qualified for it. Finally, Sudha became the first woman engineering trainee on TELCO shop floor.
 - Women doing many top jobs like members of Board rooms, CEOs, police services, piloting flights and fighter planes. The role of women scientists like M. Vasantha and Rita Kaulish in the ISRO mission, Chandrayaan 2, the stories of Indra Nooyi, Kiran Majumdar Shaw the billionaire entrepreneur, Kiran Bedi, Bhawana Kaurth, pilot of Indian Air Force symbolise the breaking of the stereotypes. But these comprise a countable few. The uncountable many are still victims of gender stereotyping at work.

- Attitudinal change from family to the larger world of work
- Change in Action
- Assertive steps by young girls and women

12:15 PM | qqj-nozm-bpm

56 others

Prakash Chandra Beh...

Center of Excellence GAA

You

navaneeta rath is presenting

Enter your search term

The Glass Ceiling

- The artificial barriers create "sticky floors" for women.
- Top positions carry with them "three Ps", which are "Power, Property and Prestige".
- Women find it hard to reach top positions in the professional hierarchy.
- The general bias against their capabilities, their motherhood roles and care burdens often prevent them from enjoying an uninterrupted career growth.
- Glass ceiling not only prevents women from reaching the highest positions, but also make women's work subsidiary.

- More than maternity benefit, recognizing and rewarding women for their motherhood role.
- Balance between care and career needs societal support
- Gender audits need to take it as a prominent criterion
- Women need to compete without giving up
- Skilling, training and promoting principles need to be gender sensitive.

12:24 PM | qqj-nozm-bpm

59 others

M K Lodi

Center of Excellence GAA

You

Address by Prof. Navaneeta Rath

Dr. Banerjee summarized the speech of Professor Rath and took questions from the participants. She then requested Dr. Anindita Nayak, Faculty, Department of Anthropology, CUO to formally introduce and welcome the next resource person Dr. M.K. Lodi.



Introducing Speaker III by Dr. Anindita Nayak, Anthropology Department, CUO



Resource Person III

Dr. M.K. Lodhi

Adjunct Professor

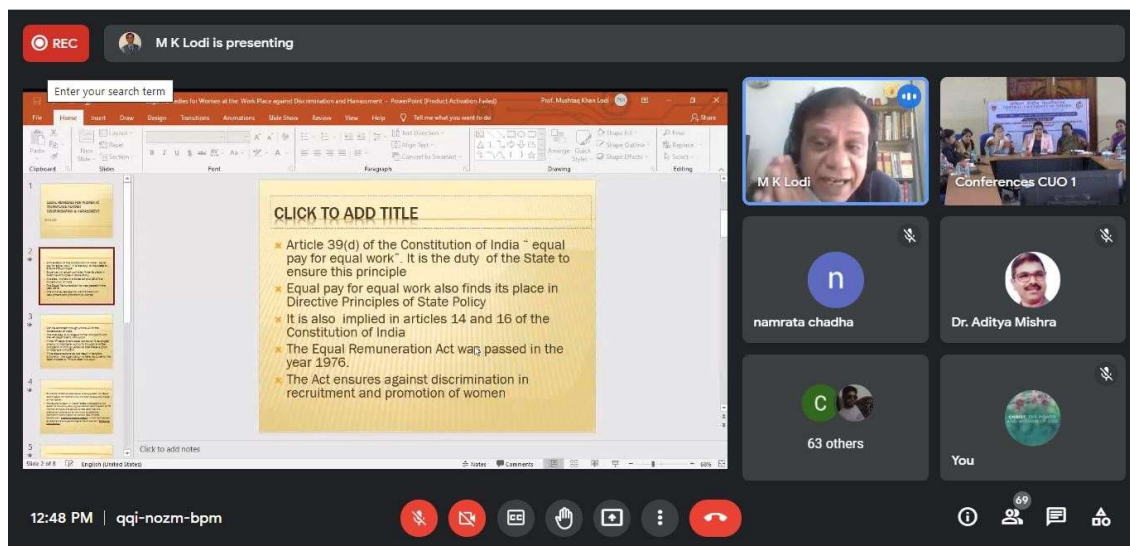
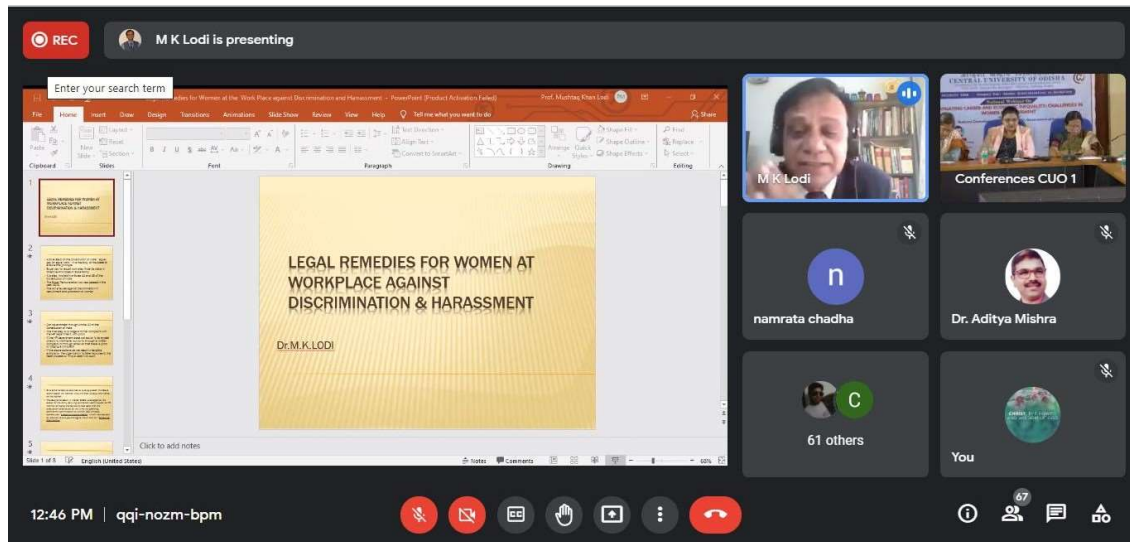
Center for Management Studies (CMS)

Jain Deemed-to-be University, Bangalore

Brief biodata: Dr. M.K.Lodi (Ph.D, M.Phil., M.A., PGDPM, DSW, L.L.M, L.L.B, B.A.). Dr. M.K. Lodi is an Adjunct Faculty in CMS Business School, JAIN To Be University. He is widely experienced Management & Legal Professional with three decades of work experience in some of the biggest manufacturing companies in India heading the HR & Legal functions, Marketing and Operations as General Manager-HR AND General Manager-Operations. He also has international work experience and worked for over 8 years in the Middle East in the UAE, Kuwait and Qatar for large companies and also in Tanzania and Kenya in East Africa heading the operations of an MNC as Head of a Profit Centre and is also an expert on Labour Laws. He has nine years full time teaching experience having taught in several Management and Law Colleges. He has developed the course of CSRS, LEB (Legal Environment of Business), Organization Development, Corporate Strategy, IEBE (Business Ethics). He has several National and International publications including book and article publication. He has awarded Excellent Manager Award with cash reward at Ashok Leyland. He has awarded Performance Award at Hindustan Motors. He also awarded as an Outstanding Performer Award at Vizag Steel Plant. He has awarded Best Paper at the Conference on ‘Emerging Trends in Management-Theory.

Address: Dr. Lodi’s broad topic of speech was ‘legal remedies for women at workplace against discrimination and harassment’. He stated Article 39d of the Constitution of India which says “Equal pay for equal work”. He also described the technicalities of Article 14 and Article 16 of the Indian Constitution. He stated the steps of lodging complaints to the HR department of any company. He was sad to tell that still gender discrimination continues at workplaces in India defying the Constitution. He cited statistics which tell that with regard to women education and women political empowerment India ranks 114th and 19th in the world. He shared his worry regarding the fact that still now women participation is very low with regard to economic participation and attainment of education. He described in brief the statistics stated

in Gender Inequality Index, 2019. He concluded by saying that it is due to the outlook of the patriarchal society towards women that they are still suffering and men have to take major role to do away with this discrimination.



Address by Dr. M.K. Lodi

Dr. Banerjee summarized the speech of Dr. Lodi and raised questions like ‘Why are women not preferred in corporate sectors?’ Dr. Banerjee then introduced Koraput Child Protection Officer Ms. Rajashree Das who gave speech on the importance of such outreach programme on women upliftment. She highly praised the initiative of NCW for sponsoring and ICC, CUO for organizing such programme. Dr. Banerjee requested Dr. Anjali Dash, Faculty, Department of Economics to formally introduce and welcome the next resource person Ms. Namrata Chadha.



Introducing Speaker IV by Dr. Anjali Dash, Economics Department, CUO



Resource Person IV

Ms. Namrata Chadha

Chairman

Mahila Adhikar Abhiyaan, Bhubaneswar

Brief biodata: She is a renowned social activist and a feminist. She is at present chairperson in Mahila Adhikar Abhijan, Bhubaneswar and also member of Sexual Harassment Complaint Committee. Former she was a member of Juvenile Justice Board, Khurdha. Member of State Commission for Women, Odisha and also President of All Odisha Blind Association for Women. She has more than 20 years of experience in advocacy with the Government in Policy formulation for developmental project in various issues related to gender and children. Her new approaches and ideas are more effective for the development of women & children. Her effort on identifying various issues in gender equity, trafficking, child abuse and preparing IEC (information, education, communication) projects, action plans to eradicate the problems is remarkable. She also involved in training and counselling sessions on Women and Children issues in public and private sector organizations like RBI, SBI, NALCO, NTPC, HCL, OHPC, etc. She is coordinating with various developmental institutions for proper implementation and continuous up-gradation of projects. Ms. Chadha has travelled a lot in India and abroad for spreading awareness relating to women and children. She is also recipient of National and State level award for incredible work in the field of women and children. As an academician she has associated with various universities and colleges like Odisha State Judicial Academy, Utkal University, NISSWASS, Police academy, Gopabandhu Academy, BIMTECH. She has also published 2 books.

Address: Ms. Chadha's broad topic of speech was 'Pay challenges in unorganized sectors. She stated that Multi-National Companies (MNCs) are disregarding the judicial system of the country and are not bothered about the safety and security of women at workplace in most cases. She said that MNCs run with a typical patriarchal attitude where working hours for women are more than that in Government sectors. Hence, these women working in MNCs have to compromise with their household and family responsibilities. She was sad to state that in private sectors no medical benefit is provided to women and if provided, it is deducted from

the salary. But women still try their best to balance between family and work. She said that the companies take the advantage of the fact that women want to stay with their respective families. She shared practical experiences where women are harassed at workplaces by male colleagues and also by women colleagues who have patriarchal mindset imbibed in them due to their grooming. She said that as MNCs give a lumpsum amount of money we cannot control their activities and women often do not come up vocally as they fear of losing their jobs. Women are still continuing to adjust with less dignity. She concluded her speech by saying that beating the patriarchal mindset can only help women to achieve equal position as that of males in workplaces.

Dr. Banerjee summarized the speech of Ms. Chadha and took up question from the participants.



Address by Ms. Namrata Chadha



Dr. Meera Swain, Member, ICC, CUO summed up the proceeding of the session. She thanked the organizers, resource persons and the participants for successfully conducting the programme.



Ms. Talat Begum, Faculty, Department of Journalism and Mass Communication gave feedback of the entire session by raising some basic relevant questions regarding the position of women in the society and workplaces. She categorically emphasized on the point that whether the outputs of such webinars are being implemented at the ground level or not.



Dr. Sony Parhi, Faculty, Department of Journalism and Mass Communication gave a formal vote of thanks.

Recommendations

- The NCW should accept issues related to service matters.
- NCW should take steps in corporate sectors like equal pay for equal work, promotion of women and recruitment of a greater number of women. These steps would help to reduce gender discrimination at workplaces.
- Formalization of informal economy should be taken up as India's informal economy is 90.7% and is highest in South Asia.
- Promotion of Nano-entrepreneurship with focus on rural areas can be a gaining ground. It could start with simple care economy.
- The rigorous promotion of skilling labours (Sudakshya) or skill upgradation is required. (It is a burning example that in 2020 a girl topped the ITI entrance examination)
- Workforce participation has to be increased as more women in workforce will enable better negotiation for better pay.
- Gender auditing to be performed in an organization's ICC. This would help better functioning of the organization with efficiency.
- Unorganized sectors need to be put under vigilance for ensuring gender equality.