

E-Proceedings



सत्यमेव जयते

NITI Aayog



WEP

of



SHRI RAM COLLEGE OF COMMERCE

Office of
International
Programmes

International Conference on “Empowering Women: Fostering Entrepreneurship, Innovation & Sustainability”

Monday, July 16 & Tuesday, July 17, 2018

India International Centre, Lodhi Road, New Delhi, India

Event Partner



Powered by



Preface

NITI Aayog's Women Entrepreneurship Platform, Government of India and Shri Ram College of Commerce's Office of International Programmes, University of Delhi jointly organized a two days International Conference on the theme titled "Empowering Women: Fostering Entrepreneurship, Innovation and Sustainability" on 16-17 July, 2018 at India International Centre, Lodhi Road, Delhi.

The Women Entrepreneurship Platform (WEP) of NITI Aayog is a first of its kind, unified access portal which brings together women from different parts of India to realize their entrepreneurial aspirations with an overarching theme of 'Women first, prosperity for all'

Shri Ram College of Commerce is Asia's leading undergraduate institute in the field of Commerce and Economics education. The college has been accorded 'A+' grade by National Assessment and Accreditation Council (NAAC), University Grants Commission. The vision of the college is to become a College of Global Choice. In keeping with the vision, the Office of International Programmes (OIP) oversees and coordinates collaborative study international programmes to provide global exposure to students, faculty and foster harmonious synergies of ideas and actions.

NITI AAYOG & SRCC worked together to put forward the conference as a platform for policy makers, academicians, researcher, students and for bringing forth their studies pertaining to women empowerment in the context of Entrepreneurship, Innovation and Sustainability. These findings, insights and experiences will be shared with policy makers and academic forums.

The two days Conference included

- **Inaugural Session**
- **Plenary Session**
- **Valedictory Session**
- **Panel Discussions**
- **Paper Presentation**
- **Student Competition**

The conference had eleven technical sessions for paper presentation, Four panel discussions and student competitions comprising case study, poster presentation, business pitch.

These proceedings contain all paper abstracts presented at the conference. Papers selected for presentation spearheaded the highest standards of knowledge and theory in their respective disciplines to put forward the best possible course of actions. The organizing committee expresses its appreciation and gratitude to all the participants and presenters for culminating the event to its true spirits. We place our sincerest thanks for their participation and support and look forward to the same in future as well.



The Conference Team

Conference Chief Patron	Mr. Ajay S. Sriram Chairman, Governing Body, SRCC
Conference Patron	Prof. Simrit Kaur Principal, Shri Ram College of Commerce. Chairperson, Office of International Programme (OIP)
Conference Conveners	Ms. Anna Roy Advisor, Niti Aayog, Government of India Dr. Mallika Kumar Coordinator, Office of International Programmes (OIP), SRCC
Co- Convener	Dr. Amit Sachdeva Faculty Advisor, OIP
Organising Team Executives (SRCC)	Ms. Karuna Ms. Kinneri Jain Mr. Muninder Singh Mr. Gaurav Rana Dr. Dipika Bansal Ms. Himani Dhaiya Ms. Ankita Tomar Mr. Anil Kumar Ms. Shivali Dhamija
	(NITI AAYOG)
	Mr. Arnab Kumar Ms. Neelashi Shukla
Conference Anchors	Ms. Kinneri Jain Dr. Swati Dhawan Ms. Richa Goel
Organising Team Members (SRCC)	Ms. Manpreet Dr. Yusra Ms Prerna Soni Mr.Arjun Mittal
Organising Team Members (Niti Aayog)	Mr.Aalekh Sharan Mr.Punit Shukla Ms.Molishree Ms.Ira Saxena Mr.Tanmoy Mr.Upendra Kumar Gupta Ms.Pallavi Choudhary Mr.Aaksash Narang



Academic Review Committee

Chairpersons

Dr. Avik Sarkar (NITI Aayog)

Dr. R.P. Rustagi (SRCC)

Executive Members

Prof Ashok Mittal (AMU)

Prof VV Upadhya (IIT-D)

Prof PK Choubey (IIP)

Prof. Rajan Yadav (DTU)

Dr. Navin Anand (IAFD)

Dr. Ravi Gupta (SRCC)

Dr. Monika Bansal (SRCC)

Students Organising Executives

Ms. Vandana

Mr. Anshul Kanojia

Mr. Nitin Sabharwal

Ms. Aastha

Mr. Biswanath Reang

Ms. Nilesh Madhogaria

Ms. Aarushi Sharma

Mr. Lakshay Panwar

Mr. Sriyans Jain

Ms. Muskaan Saini

Organising Team Administration Staff (SRCC)

Mr. Shivnandan

Mr. Sandeep Nawani

Mr. Jatin Lamba

Mr. P.K. Jain

Mr. Ankit

Mr. Naveen

Mr. Satyakam

Rappeuters

Sanchita Joshi

Ms. Chesta Kapuria

Ms. Sakshi

International Advisory Executives

Dr. Depoo

(Dean MCNY, Newyork, USA)

Dr. Rajan Ratna

(UNESCAP, Bangkok)

Mr. Sandeep Srivastava

E&Y, Dubai

Mr. Devashish Chandra

(Harvard University)



Outreach Organising Team Executive Dr. Sonal Thukral (DTU)

Sponsors

Platinum Partner	CLIX
Event Partner	FICCI
Gold Partner	KVIC
Gold Partner	IOCL
Gold Partner	ONGC



Table of Contents

INAUGURAL SESSION

Welcome Address By **Mr Ajay Sriram** , Chairman Governing Body, SRCC

Special Address by **Mr. Amitabh Kant**, CEO, NITI Aayog, GOI

Key Note Address By The Chief Guest, Honourable **Vice President of India Shri Venkaih Naidu**

Plenary Session & Panel Discussion 1: Building India of Tomorrow: How Women-Led

Enterprises are Enabling the Change20

Panel Discussion 2: Innovation: Key to Economic Empowerment and Societal Good20

Panel Discussion 3: Technology and Sustainable Development Go Hand in Hand.....20

Panel Discussion 4: Women Empowerment in Current Era.....21

Students' Corner28

Technical Session 1: Entrepreneurship32

Technical Session 2: Technology, Innovation & Empowerment37

Technical Session 3: Sustainability41

Technical Session 4: Social Issues47

Technical Session 5: Entrepreneurship51

Technical Session 6: Social Issues55

Technical Session 7: Technology And Innovation61

Technical Session 8: Entrepreneurship67

Technical Session 9: Social Issues71

Technical Session 10: Technology, Social Issues and Entrepreneurship75

Technical Session 11: Technology, Social Issues & Entrepreneurship.....80

Chairpersons of Technical Sessions84

Glimpses of Technical Sessions85

Valedictory Session101

BIO PROFILE.....109

Muppavarapu Venkaiah Naidu110

Amitabh Kant110

Kiran Bedi110

Harinder Sidhu111

Debjani Ghosh.....111

Naina Lal Kidwai111

Hanne Meldgaard.....112

Nina Vaskunlahti112

K.V.Rajan.....112

Yaduvendra Mathur112

Kanta Singh112

K.S. Rao113

Dr. Pratibha Jolly.....113

Lavanya Nalli113

Pooja Thakur113

Naiyya Saggi114

Kalyani Khona.....114

Amit Chaudhary.....114

Swati Pandey114

Revathi Roy.....114

Prof. Honse Ara Begum.....115

Rashmi Dingra115

Aditi Chaudhary115

Namita Thapar115

Dr. Avik Sarkar116

Dr. R.P. Rustagi116



Dr. Ashok Mittal.....	116
Dr. V. Upadhyay.....	117
P.K. Choubey.....	117
Rajan Yadav.....	117
Dr. Naveen Anand.....	117
Dr. Monika Bansal.....	118
Dr. Babli Moitra Saraf.....	119
Sanghmitra Acharya.....	119
Sahiba Hussain.....	119
Dr. Archana Thakur.....	119
Dr. Mallika Kumar.....	120
Amrita Bajaj.....	120
Pearl Malhotra.....	120
Jennifer Grafton.....	121
Dr. Mohd. Faheem.....	121
Indira Pant.....	121
Dr. Ganga Vadhavkar.....	122
Dr.Sanzida Habib.....	122
Dr. Juhi Garg.....	124
Parvathy V.....	124
Pearl Malhotra.....	124
Vasanthi Srinivasan.....	125
Dr. Vandana Jain.....	125
Dr. Sanzida Habib.....	126
Prof Smita Jha.....	126
Vrinda Handa.....	127
Aishwarya Kumar.....	127
Dr. Gagandeep Kaur.....	127
Aarushi Chandra.....	127
Harshil Sharma.....	128
Kanchan Sehrawat.....	128
Dr. Madhu Vij.....	128
Pooja Akshay.....	129
Prof. Simrit Kaur.....	130
Sanchita Joshi.....	130
Dr. Poonam Gaur.....	130
Aparna Verma.....	131
Shineh Suri.....	131
Vandna Yadav.....	131
Dr. Vidushi Sharma.....	132
Geetu.....	132
Jayashree Kalita.....	132
Lavina.....	133
Poonam Mulchandani.....	133
Dipali Yadav.....	133
Dr. Sangeeta Mittal.....	133
Shailender Kumar.....	134
Varun Chaturvedi.....	134
Dhanashree Wankhede.....	134
Samriddhi Gupta.....	134
Adarsh Kumar.....	135
Akriti Dureja.....	135
Anupama Sharma.....	136
Ashish Mittal.....	136
Heena Feroz.....	136



Pujya Priyadarshni.....	136
Dr. Puneeta Goel	137
Rupali Misra	137
Shubhangi Singh	137
Richa Sharma	137
Samina Khan	137
Tanvi Yadav	138
Ipsita Agarwalla	138
Vandana.....	138
Sanjay Kumar	138
Kamakshi Khosla.....	139
Suruchi Bhatia	139
Gopa Bhardwaj.....	139
Nidhi Arora.....	140
Dr. Reena Jain	140
Dr. Vandana Gupta	140
Smita Tejwani.....	140
Safoora Habeeb	141
Sanjeet Kumar Sameer	141
Neeti Jain	141
Dr. Naseeb Ahmad	142
Vandana Vikram Kamthe.....	142
Shahid Bashir	142
Dr. Rashmi Gopi	143
Neelofer Habib.....	143
Charu Shukla.....	143
Bilal Ahmad Dar.....	143
Anuj Gupta.....	144
Akhilesh Kumar.....	144
Prof. A.k. Mishra	144
Ab Qayoom Shah	144
Dr. Malvika Singh.....	145
Dr. Mini Joseph.....	145
Gaurav Rana.....	145
Neeti Nagar	145
Dr Chanchal Chopra.....	146
Tinny Dawar.....	146
Lakshita Bhagat.....	146
Tabassum Sultana	147
Dr. Sandhya Aggarwal	147
Tanushree Chandra	147
Udochi Ugonna Onyeike.....	147
Dr. Ameeta Motwani	148
Ramendra Nath Verma.....	148
The Organizing Team.....	150
Mr Ajay S.Sriram	150
Prof. Simrit Kaur	150
Ms Anna Roy	150
Dr. Mallika Kumar	150
Dr. Amit Sachdeva	150
Organising Team Executives	152
Student Organising Executives	159
Summary.....	160





*Distinguished
Dignitaries*

Distinguished Dignitaries



**MUPPA VARAPU
VENKAI AH NAIDU**
Vice President of India



DR. KIRAN BEDI



MR. AMITABH KANT



MR. AJAY S SHRIRAM



HANNE MELDGAARD,
Norway Embassy



HARINDER SIDHU
Australian High Commissioner



NINA VASKUNLHTIA
Finland Ambassador to India



NAINA LAL KIDWAI



K.V. RAJA N
Ex Ambassador Nepal



YADUVENDRA MATHUR
Additional Secretary,
NITI Aayog



PROF. HOSNE AARA,
Bangladesh



DEBAJANI GHOSH,
President Nasscom



KANTA SINGH
Gender Head, UNDP



DR. ARCHANA THAKUR
JS, UGC



PROF. SIMRIT KAUR
Principal SRCC



MUPPA VARAPU VENKAI AH NAIDU

Vice President of India

“I am pleased to be a part of this joint initiative by the NITI Aayog (National Institution for Transforming India) and Shri Ram College of Commerce (SRCC) on the theme “Empowering Women: Fostering Entrepreneurship, Innovation, and Sustainability”. The shared efforts of these two important institutions in creating a platform to discuss the challenges faced by women entrepreneurs for securing the country’s economic development have been truly praiseworthy.”



KIRAN BEDI

Lieutenant Governor of Puducherry.

“Thank you so much for the very prestigious invitation. When one has many responsibilities, one has to be very careful on leaving town because a lot of people take advantage of your absence and that is why I’m very mildly in accepting invitation outside Puducherry. But when your invitation came, it was such an honor and privilege, because the subject is very close to my heart.”





AMITABH KANT
CEO of NITI Aayog

“It is a great pleasure and privilege for NITI Aayog to collaborate with OIP SRCC in organizing this unique women empowerment conference.”



AJAY S. SHRIRAM
Indian Businessman and Chairman of the DCM Shriram

“NITI Aayog has done commendable work in this direction by setting up women empowerment platform. Therefore, I, on behalf of entire Shri Ram College Of Commerce, am elated to collaborate with Niti Aayog.”



HANNE MELDGAARD
Charge d' Affaires A.I., Norway Embassy



NINA VASKUNLAHTI
Finland Ambassador to India



HARINDER SIDHU
Australian High Commissioner to India



K.V. RAJAN
Ex Ambassador Nepal



NAINA LAL KIDWAI
Chairperson Max Financial Services, Mumbai





DEBJANI GHOSH
President, NASSCOM



KANTA SINGH
Gender lead and State Project Head, UNDP.



YADUVENDRA MATHUR
Additional Secretary, NITI Aayog



K.S. RAO
Deputy CEO, KVIKCC



PROF. HONSE ARA BEGUM
TMSS, Bangladesh



PROF. SIMRIT KAUR
Professor of Public Policy and Economics
Principal, Shri Ram College of Commerce, University of Delhi











A large, multi-story brick building with a prominent clock tower on the right side. The building features a covered walkway on the ground floor supported by white columns. The upper floors have windows with brick pillars. The clock tower has two visible clock faces. The scene is set outdoors with trees and a clear sky. The text 'Inaugural Session' is overlaid in a red, cursive font.

*Inaugural
Session*

Inaugural Session

The Inaugural event on 16th July was presided by Shri Venkaiah Naidu, Honorable Vice President of India as Chief Guest; Dr. Kiran Bedi, Lieutenant Governor of Puducherry, as Guest of Honor; Shri Amitabh Kant, CEO, NITI Aayog, and Shri Ajay S. Shri Ram, Chairman, Governing Body, Shri Ram College of Commerce. The Inaugural Ceremony commenced with the National Anthem. There was Lamp Lighting by the distinguished persons on the Dias. Shri Ajay S. Shri Ram, welcomed the Chief Guest, Guest of Honour and other dignitaries, followed by a special address by Shri. Amitabh Kant, CEO, Niti Aayog. Shri Venkaiah Naidu, Hon'ble Vice President of India, speaking on the conference theme which emphasized on, expanding women education, skill provision and economic upliftment of women and need for attitudinal change to achieve women empowerment. Based on the mantra given by the Prime Minister, he stressed on the Reforming, Performing and Transforming role to be played by NITI Aayog. Guest of Honour, Dr. Kiran Bedi also shared her views pertaining to women empowerment. She stressed on the need to pivot attention towards the reaping of a "Gender Dividend", simultaneously along with demographic dividend. She also mentioned the importance of provisioning of different family services to ease the workload of working women and also mentioned the critical role education plays in women empowerment. Professor Simrit Kaur, Principal, SRCC, concluded the inaugural session with a vote of thanks.





Mr. Amitabh Kant's Address



Mr. Ajay S. Shriram's Address



Welcome Address By Shri Ajay.S.Shri Ram, Chairman, Governing Body Shri Ram College of Commerce



**Chief Guest, Honourable Vice President of India
Shri Venkaih Naidu Address**









Vote of thanks by Prof Simrit Kaur, Principal, Shri Ram College of Commerce







Special Address By Dr.Kiran Bedi, Honourable Lt Goverener, Pudduchery



A large, multi-story brick building with a prominent clock tower on the right side. The building features a covered walkway on the ground floor supported by white columns. The upper floors have a series of windows with brick pillars. The clock tower has two visible clock faces. The scene is set outdoors with trees and a clear sky. The text "Panel Discussions" is overlaid in a red, cursive font in the center of the image.

*Panel
Discussions*

Panel Discussions

There were Four Panel discussions, three on the first day and one on the second day of the Conference.

Panel Discussion 1

Building India of tomorrow: How women-led enterprises are enabling the change

Moderator: Anna Roy, Niti Aayog

Panelists:

- H.E Harinder Sidhu, Australian High Commissioner to India
- Ms. Debjani Ghosh, President, NASSCOM
- Ms. Naina Lal Kidwai, Chairperson, Max Financial Services, Mumbai

Panel Discussion 2

Innovation: Key to Economic Empowerment and Societal Good

Moderator: Mr. Arnab , NITI Aayog Wep Team

PANELIST:

- **Ms. Kanta Singh**, Gender Lead and State Project Head, UNDP.
- **Dr. Pratibha Jolly**, Principal, Miranda House.
- **Ms. Lavanya Nalli**, Vice Chairperson, Nalli Sarees.
- **Wing Commander**, Pooja Thakur, Indian Air Force.
- **Ms. Naiyya Saggi**, Founder, Baby Chakra

Panel Discussion 3

Technology and Sustainable Development Go Hand in Hand

Moderator: Mr. Utkarsh Amitabh, New York Capital

PANELIST:

- **Prof. Ganga Wadhawkar**, University of Wisconsin , USA
- **Ms. Kalyani Khona**, Founder, Inco
- **Mr. Amit Chaudhary**, Co-Founder, Lenskart
- **Ms. Swati Pandey**, Co-Founder, Arboreal Innovation
- **Revathi Roy**, Founder, Hey Deedee
- **Prof. Hone Ara Begum**, TMSS Bangladesh
- **Dr. Archana Thakur**, Joint Secretary, UGC



Women Empowerment in Current Era

Moderator: Dr. Amit Sachdeva, Associate Prof. SRCC

PANELIST:

- **K.S. Rao**, Deputy CEO, KVIC
- **Rashmi Dingra**, Chief General Manager, Indian Oil Company
- **Aditi Chaudhary**, Judge, District Court, Delhi

Valedictory Session

- **Ms.Namita Thapar** ,CFO, Emcure Pharmaceuticals Ltd.
- **Mr.Yaduvendra Mathur**, Additional Secretary, Niti Aayog
- **Prof Simrit Kaur**, Principal SRCC
- **Ms.Anna Roy**, Advisor , Niti Aayog(Vote of Thanks)
- **Dr. Mallika Kumar**, Coordinator , OIP, SRCC (Vote of Thanks)



Plenary Session– Panel Discussion 1





A token of regards to the Panelist from Dr. R.P Rustagi, Ex-Principal,SRCC & Chairperson, International Conference Academic Review Committee





Panel Discussion 2







A token of Regards by Dr. Rituranjan
Senior Faculty, Economics Department Shri Ram College of Commerce



Student's Corner

The international conference organized the following three student's competitions:

1. Case Study Competition
2. Business Idea Pitch Competition
3. Poster Presentation Competition

These competitions were based on the theme of the conference viz. "Women Empowerment" and were conducted in two rounds. The first round was online elimination, wherein the students were asked to participate either in teams or as individuals by submitting their case study solutions, innovative, feasible and sustainable business ideas and creatively designed posters. The second round was live presentation, wherein the short listed participants were required to compete in person at the conference venue on 16th July, 2018.

Around 30 teams participated in total. Certificates were awarded to all participating teams/individuals and cash prizes worth Rs.10,000 and Rs.5,000 were awarded respectively to the 1st and 2nd winners listed below for each of the competition.

1. Case study competition:
1st Winner- Manasi Mertia and Sara Joshi
2nd winner- Arnab Dutta and Lakshita Sethi
2. Business idea pitch competition:
1st winner- Khushboo Sagar
2nd winner- Aarushi and Vanshika
3. Poster presentation competition:
1st winner- Suhani Kumar
2nd winner- Hamisha Kathuria and Radhika Kaamr

The judges for the student's competition from NITI Aayog were:

Business Idea Pitch:

Kartikeya Asthana
Tanay Mahindru

Poster Presentation:

Molishree
Lee Keshav

Case Study Competition:

Punit Shukla
Ira Saxena









Research Paper Presentations

Two hundred abstracts were received from across the globe and different regions of India. They were evaluated by **Academic Review Committee** comprising of:

Chairpersons: Dr. Avik Sarkar (NITI Aayog) and Dr. R.P. Rustagi (SRCC)

Executive Members: Prof Ashok Mittal (AMU), Prof V.V. Upadhyaya (IIT-D), Prof PK Choubey (IIP), Prof. Rajan Yadav (DTU), Dr. Navin Anand (UNDP), Dr. Ravi Gupta & Dr. Monika Bansal (SRCC)

Eleven Technical Sessions were conducted on the themes of:

Entrepreneurship, Technology and Innovation, Sustainability and Social Issues.

Seventy-One Research paper presentations were made, with contribution by Professors, Assistant professors, Research scholars, students, Consultants and Corporates. In each session, there was a Chairperson, Observer and Rappeteers. Seven research papers (on an average) were presented for seven to ten minutes in a session, followed by an intensive Question and Answer session.

Technical Session 1: Entrepreneurship

TECHNICAL SESSION 1

Chairperson: **Dr. Babli Moitra Saraf**
Principal, IP College, University of Delhi

Observer: Mr. Muninder (Assistant Professor, SRCC)

Rappeteers: Ms. Chestha and Ms. Astha

1. **Title: A Study on the Selection Procedures of Incubators: Special Case of Women Incubatees**

Authors: Pearl Malhotra, Parvathy V, Vasanthi Srinivasan

Abstract: India has always been a flourishing ground for small businesses and entrepreneurs (Bulsara, Gandhi & Porey, 2008; Charantimath, 2005). However, majority of this pursuit is informal and unorganized. Incubators bring in rationality, structure and regulation to the cultural chaos of the entrepreneurial activity in India, thus are significant players. Nonetheless, entrepreneurship has been perceived as quintessentially masculine (Mathew & Panchanatham, 2011; Perez-Quintana et al, 2017). Extant literature has recurrently delved in entrepreneurship using male participants. On the other hand, women perceive a higher risk associated with entrepreneurship compared to men (Dalborg et al., 2015) and therefore are posited to benefit more from incubators. Correspondingly since women have lower access to resources (Das, 2000), the presence of incubators would be more likely to profit male entrepreneurs rather than women. Therefore, a structured incubation programme that specifically targets women would ideally give an advantage to women entrepreneurs to overcome the traditional barriers. We specifically looked at screening practices of an incubator to understand what are the practices that incubators implement to select women entrepreneurs for a specific programme. Studies on screening and selection procedures of incubators across the world has been sparse and few (Hackett & Dills, 2004; Santos & Caetano, 2014). Consequently, selection procedures for selection for a programme catering to a traditionally disadvantaged group has been neglected. The objective was to conduct an exploratory study to understand the factors that influenced the selection procedure of an incubator for potential women incubatees. We have used the case study method using semi-structured interviews and observations to understand this phenomenon more effectively. Since the intention was to look at conceptual clarity rather than deductive affirmation we have looked at convenient and theoretical sampling (Eisenhardt, 1989). There were two major findings of our study. We recognised that there was a dearth of dominant knowledge



on conventional selection procedures and the confluence of familiarity of personnel selection procedures and incubatee selection procedures was also imperceptible. Our findings indicated that incubators in the desire to be set a foundation on equality tended to be gender neutral, however the requirement for incubators is to be gender sensitive. This opens a whole new field of future research on selection of marginalised categories for incubation specifically related to women entrepreneurs.

Keywords: Gender, Entrepreneurship, Selection, Incubator-Incubatee, Women

2. Title: Women Entrepreneurs – Role and Challenges

Authors: Vrinda Handa , Aishwarya Kumar

Abstract: At 25.3 per cent in 2011-12, the female labour force participation rate in rural areas in India is showing a continuous decline, with working women more likely to be engaged in subsidiary or marginal employment. A significant proportion of women are willing to accept work, so long as it is made available at their homes. If women are given the freedom/option to work from home along with household responsibilities, the number of women taking up entrepreneurship would increase manifold. Rural women are more likely to take up self-employment activities such as grocery shop, tailoring, dairy business and running a general store.

Lack of education and business management skills, mobility constraints, difficulties in arranging initial capital, inadequacy of working capital, inter-role conflict, gender roles, low risk-bearing capacity and socio-cultural biases in society for female entrepreneurs are the primary constraints that often keep rural women from being successful entrepreneurs. Even if they start businesses, women find it harder to grow their businesses, access venture capital and government schemes. They also don't get necessary support from the family. While men will not mind spending money to get help from lawyers, Chartered Accountants or business development service providers, women hesitate to seek professional support for lack of funds.

Today, with a growing awareness on the role of women in the economy, the hidden entrepreneurial potential of women can gradually be tapped into. There is an urgent need to empower women through training on entrepreneurship opportunities, various government schemes, and availability of funds from other sources. This will help women know about their economic rights and serve to create acceptance of women as entrepreneurs amongst their families as well as society.

Primarily, the training will address some of the perceived and actual barriers that stop women from starting their new business and expand their scope of choices. The training programs are essential to develop women's managerial ability and acquire the skills of organization, financial control, coordination, staffing, direction and motivation necessary for running micro and small enterprises. The training content may include counselling on starting a new venture, modules on starting and improving businesses, market analysis and facilitation support in terms of financial and backward/forward linkages.

Additionally, for those interested in starting their enterprises, hand-holding support can be provided to make business plans and initiate the business. It can serve as a platform to discuss solutions to common challenges faced by women in starting or improving their businesses.

The impact of women entrepreneurship in society is immense in terms of employment to other women, improved decision making within the household, asset holding and increased income thereby leading to increased spending on health and education of children. Rural women entrepreneurs have the potential to be success stories for themselves but community champions and inspire many women to dream and stand up for themselves.

Primary and secondary data sources have been used for the research. The research methodology involves descriptive and practical analysis of the challenges faced by rural women entrepreneurs and their role in local settings.

Keywords: Entrepreneurs, Training, Livelihood, Women, Business.



3. **Title: Gender, Health and Empowerment: Experiences of South Asian Immigrant Women in Greater Vancouver**

Author: Sanzida Habib

Abstract: This paper situates South Asian immigrant women's health experiences in the everyday life contexts shaped by their immigration, relocation and settlement processes in the Metropolitan area of Greater Vancouver, Canada. Qualitative data was collected through semi-structured in-depth interviews with 30 self-identifying South Asian immigrant women originally coming from India, Pakistan, Bangladesh, Fiji and Sri Lanka. Using the social determinants of health and intersectionality framework, this paper will show how intersecting social determinants including migration and gender affected these immigrant women's priorities and understandings of self-care, and also impacted their health and wellbeing. Women's narratives have been presented to demonstrate how their material and everyday life conditions intersected with the systemic and organizational barriers of the health care and other service agencies, and shaped their health care practices including the use of preventative cancer screening services. All these intersecting issues, challenges and barriers have significant implications for the marginalization and disempowerment of racialized immigrant women. Therefore, more equitable social systems, arrangements and policies will have empowering effects for the marginalized immigrant women in general, and will also create more equitable health outcomes and health care access. Policies and programs need to address the intersecting social determinants of health such as proper employment, housing, childcare support, community-based literacy and health education programs in order to empower such marginalized women and to improve their access to health care in general, and preventive care such as, cancer screening in particular.

Keywords: South Asian immigrant women, Social determinants of health and intersectionality, Health care access, Cancer screening.

4. **Title: Employment Issues of Women in Informal Sector- A Micro Level Study of Domestic Workers in Delhi-NCR**

Authors: Dr. B. Srinivasu, Manvi Aggarwal

Abstract: It is a well recognised fact that all the emerging economies are dominated by prevalence of informal sector as there is an abundant supply of unskilled and semi-skilled labour force. Though there is always an urge for growth and development, interestingly, the developing economies are pre-occupied and dominated by informal sector. Indian economy is no exception as there is a major chunk of labour force possessing low skills who are employed in work, informal in nature. India's informal economy is very large and as per ILO (2016) estimate, about 92 percent of India's workforce is engaged in informal sector. According to India Labour Market Update, 2016, even the jobs in formal sector are informal in nature as the workers do not enjoy social security and employment benefits. With such a major contribution in the economy, it becomes necessary to study the sector in detail. The need for an in-depth analysis also arises because India's GDP statistics take into account only the formal sector whereas it is estimated that informal sector contributes to about 50 percent of the GDP. Therefore, the policy makers need to put a major thrust on this sector.

Keywords: Employment, GDP, Informal Sector, Skilled Labour.



5. Title: Exploring the Unexplored – A Case on Manisha Pande, Managing Director, Village Ways Pvt Ltd.

Author: Dr. Juhi Garg

Abstract: India is a land of values and virtues, which are innate in each Indian soul, irrespective of caste, creed, race, religion, and even gender. However, some virtues are believed to be feminine and amongst them, 'Compassion', is foremost. Compassion embraces various values and virtues as it indicates inclusion and explains the unlimited, unattached and unclenched passion for precisely everything that can surround an individual; it is exploring the larger human possibility, experiencing the unexplored. Compassion is associated with "matru-prema, "the Sanskrit term for a mother's tender," love expressed towards all living beings not just for one's own biological child. Compassion is a muscle that can become stronger if we use it regularly. A wise person is compassionate. Helping others, acts of kindness and charity, and doing no harm to others are tied into this as well.

The present study celebrates Mrs Manisha Pande, a woman who refuses to cling to any perceived and propagated gender specific limitation or so-called challenge/threat that the world knows and attaches to any female across the globe. Manisha is a celebrated personality and her venture 'Village Ways' has won several international awards for her sustainable, innovative and ethical venture which is now going global. She is a compassionate soul who explored her own human potential and of others for larger benefits. Through Manisha's real-life story and experiences, the study proposes a '3 P Dimensional Model of The Compassionate Leader's Perspective', which is true in its absolute Indian sense. Further, the study also explores, how Manisha Pande's life, work (i.e. establishing and leading a social enterprise) and support system especially provided by the spouse have helped her evolve as 'The compassionate leader'.

The present study, defines, elaborates and explains the proposed concept of "The Compassionate Leader's Perspective" and its model. The Study also shows the operationalisation of the proposed concept by depicting how Manisha along with her team runs her organisation, which is creating a sustainable environment and economical eco-system for select villages of Uttarakhand.

The case study will present and discuss Manisha Pande's Venture – Village Ways' Pvt Ltd, a social enterprise founded with an objective to provide widespread benefits to communities by developing Responsible Village Tourism, where local communities share benefits and new skills are developed for better living. It equally provides a unique holiday experience to travellers, who otherwise would not get a chance to see local life so closely. Village Ways empowers villagers emotionally and economically by developing Village Tourism Enterprises, which are owned, run and managed by the entire village community collectively. Assistance has been provided for the development of these enterprises, training to run these professionally and in marketing aspects, which is crucial for the success and viability of any such work.

Keywords: Compassion, Leader, Model, Manisha Pande, Village Ways.

6. Title: Ecofeminism and Women Empowerment

Author: Prof. Smita Jha

Abstract: When we talk of women empowerment the relation between Nature and women come to our mind automatically. For ages women have been debarred from availing the charm of property. Instead, they have been utilized as commodities. It is against this background that the present paper proposes to discuss ecofeminism with its impact on Women empowerment. Ecofeminism as a concept and movement emerged in the 1970's with the cry for a green world from environmental destruction, pollution and negative impacts of industrialization. Ecofeminism, other than environmentalism and deep ecology, connects a parallel between women and environment, which in turn believes that the condition of environment is directly proportional to the condition of women, a lot closer than the condition of men. These critics argue that nature is connected to nurture, which is considered as a feminine duty by the



existing society. "Ecofeminism, a 'new term for an ancient wisdom' grew out of various social movements - the feminist, peace and ecology movements - in the late 1970s and early 1980s. There are various dimensions of Ecofeminism manifesting various perspectives on ecology and women. Gaard has developed the ecofeminist theory by locating the links with queer theory and forming ecofeminist thoughts with the gospel of vegetarianism and animal liberation, while Susan Griffin came out with a strong view that women' voice has always been suppressed. In fact, the revolution of ecofeminism had been started as a movement not with feminists but with women of different race and class who made connections among gender, race, class and environmental issues.

The present paper proposes to follow the MLA (Modern Language Association of America) style-sheet, with a bibliographical approach. Secondly, an Ecofeminist approach will be required for understanding and interpreting the portrayal of women and Nature in the novels. Thirdly, the paper will be using Ecofeminist Literary criticism as a tool to analyse the novels. Fourthly, the author will be applying Feminist theories to analyse the complexities in conditioning of characters and finally, the approach will be textual, for it is a close, regular and thorough reading of Sarah Joseph's and Atwood's novels. The author will also try to interview the resident writer Margaret Atwood to make the study more authentic. At the same time the author would also love to make seminars for weekly discussions on the topic in question. All these approaches or methods will collectively form the matrix of research methodology.

Keywords: Empowerment, Ecofeminism, Industrialization, Feminism.



- Chairperson: **Prof. Sanghmitra S. Acharya**
Former Director Indian Institute of Dalit Studies.
- Observer: Ms. Deepika (Assistant Professor, SRCC)
- Rapporteurs: Ms. Sanchita Joshi and Mr. Anshul

1. Title: Corollary of Internet in Preserving Women Dignity: An Analysis of Techno-Legal Perspective

Authors: Dr Gagandeep Kaur, Aarushi Chandra

Abstract: In the present society, technology has acquired an indispensable place in women's lives. The knowledge and abilities grasped through internet, inventions, innovations, science and engineering have become vital for all women. In India, economic growth and technological advancements have introduced very impressive work opportunities. The term 'Technology' is very wide, therefore, in the present paper technological advancements are used in the context of 'Internet' and newly emerging technology of 'Social Networking' websites.

Internet is omnipresent and has brought about a revolution in everybody's life. It has played an instrumental part in helping women as they were the ones who were held behind closed doors in our society. However, along with advantages, there are certain adversities of internet technology in preserving the dignity of women especially on internet and social networking platforms. Each and every click of the mouse remains in cyber space forever. Each and every website requires login and general information regarding its member. Open discussions on social networking platforms are accessible for all those who are connected over the internet. Posting of personal information, day to day mood swings, family tours and routine schedule may land women in cyber crimes.

With this backdrop, the key focus of the present paper includes detailed description of the: (1) Relevance of Smart Applications designed with the exclusive goal to address the needs of women and security threats hidden behind them, (2) Emerging cyber threats for women's dignity over Social Networking platforms and (3) Analysis of the provisions contained in the Information Technology Act, 2000 (amended in 2008) addressing the offences related to women's dignity along with case studies. The paper puts forth some relevant suggestions pertaining to protection of women in the virtual world.

Key Words: Technology and Women, Smart Applications, Social Networking, Women Dignity, Cyber Crimes, The Information Technology Act, 2000 (2008).

2. Title: Skill Development, Skill Premium and Technological Change: A Gender Based Approach

Author: Harshil Sharma

Abstract: The objective of the present study is to analyze three aspects viz.: (i) skill premium or wage incentive; (ii) existence of skill based technical change; and (iii) problems with the present vocational training programmes prevailing in India. The study analyses these three aspects with a gender-based approach specifically looking at female outcomes in comparison to male outcomes to form a more coherent strategy for women specific policy outcomes.

Skill Premium is defined as the ratio of wages received by skilled workers in comparison to unskilled workers. Higher skill premium signifies higher incentive for the unskilled labourers to gain skills in an economy. This study also throws some light on the reasons for India's lower female labour force participation rate. The study also checks capital skill complementarity for the Indian female workforce and assesses whether technological changes brought about in the economy are skill complementary or not.



Further, the study analyzes the ongoing skill development programmes in India and investigates where the actual problem is situated in lack of training to job transition.

Due to limited data sources pertaining to demand and supply of labour available for the Indian economy, the present study uses NSSO Employment-Unemployment surveys unit level data for the years 1999-00, 2004-05, 2007-08, 2009-10 and 2011-12 for the purpose of analysis. The study also checks capital skill complementarity and presence of SBTC at sector level data for the female workforce as well as for the whole economy. Existence of skill premium is checked sector wise according to NIC classifications as well as occupation wise according to NCO classifications. The study seeks to check the reasons behind stagnancy of wages in many sectors of the economy and assess whether the stagnancy is present only for unskilled workers or is it also present for skilled workers.

There are four players that play a major part in skill development i.e. government, private industries, vocational training institutes/schools and youth/students. If any one of them does not fulfil their duties, the process would not be completed. The study seeks to analyse demand side connection of the vocational training programmes and why are most of the training programmes failing due to corrective measure being adopted only at supply side and lack of demand side interventions. This corrective policy measure would be specific to role of private sector as the training partner.

Keywords: Skill Premium, Capital Skill Complementarity, Female Labour Force Participation Rate, Vocational Education, Indian Economy.

3. Title: “Technology and innovation: Mobile Technology as Enabler of Women Empowerment”.

Authors: Kanchan Sehwat, Dr. Madhu Vij

Abstract: Access to finance is positively related to growth and income redistribution. Financial services access enhances the ability to invest in one’s livelihood, safeguard assets, management of risks, smoothing of income flow and escape poverty. However, still access to financial services vary widely across the world.

On the contrary, improvements in telecom connectivity and declining handset prices have made mobile phone a primary device around which daily lives of millions revolve. According to GSMA Intelligence June 2017 press release, India with 730 million unique mobile subscribers is only second to China which accounts for 1,081 million unique mobile subscribers. However, it is forecasted that these positions will not hold for long and India will drive global growth by adding about 30 percent of unique subscribers by 2021. These figures indicate the potential that increased access to digital financial services have in facilitating universal financial inclusion. Mobile technology shows a great potential to take financial services to previously under-served by conventional bank based financial services.

Digital financial services when compared to traditional financial services require relatively moderate resources, allowing financial services to develop cheaply in countries with limited physical infrastructure or large rural areas. Gender disparity in access to financial services is a cause of concern across the globe. The primary aim of this paper is to empirically investigate the relationship between gender and mobile money awareness, adoption and use in India. And subsequently analyze the potential mobile holds as a medium to provide financial services by analyzing Intermedia Financial Inclusion Insights (FII) Survey, a nationally-representative household survey conducted in India from September 2016 to January 2017.

The results from the analysis show a dismal picture of mobile money awareness with only 8 percent respondents aware of it. Though there is no significant awareness but gender difference of about 7 percentage point exists. The data, however, does not suggest gender to have any influence on the mobile money adoption and usage in India. Further, analysis of the reasons for usage and non-usage of mobile money have been discussed to understand differences across gender. To explore the potential mobile money hold to provide financial services data related to use of mobile and ease of using the device for social networking sites is reported. The paper provides with numerous case studies of global successes



stories where mobile money is used to create a level play field across genders. Against the backdrop of the data from the survey, the paper suggest that though mobile money has not been very successful in India yet, regulators and mobile money providers can take variety of actions to promote the use of service and replicate its global success to provide an array of financial services.

Key Words: Financial Inclusion, Mobile Money, Gender.

4. Title: Women Empowerment through Entrepreneurship in the Era of Digitalisation

Authors: Anuradha Goel, Narita Ahuja

Abstract: Women, whose status and roles were traditionally well-defined and almost fixed in the society, are now experiencing far-reaching changes. Women in modern times are entering into certain new fields that were unknown to the women's sphere of role-sets. They are actively participating in social, economic, and political activities.

Women, now, are playing the role on just threshold of transition from tradition to modernity. They urge to raise their status and position in the society and it must be higher.

In the Era of Digitalisation, women win the race with superior interpersonal skills that could not be replaced by any machine. Social skills such as empathy and group building are an important part of it. The Government has come out with various web-based instruments and online networks for women targeted at nurturing their entrepreneurial skills and facilitating access to mentors. Increased use of digital technologies, e.g., in financial services, have also been a platform for women with better access to start-up capital. Representatives of W20 countries met in Turkey on 6 September 2015 to launch Women 20 (W20) that aimed to promote women's involvement in financial decision-making, more emphasis on entrepreneurship, expand their peripheries for employment as well as self-employment, among others. Thus, the objective of this research paper is to examine the current status of the women in the field of entrepreneurship under the impact of digitalisation in the process of empowerment in India. Another principle motivation behind this paper is to investigate various schemes of Indian government for women such as Pradhan Mantri Kaushal Vikas Yojana, National Skills Development Mission, etc. This study concludes that nourishing woman's knowledge, ability, and skills will empower her with the capacity to gain all the capabilities, open style of critical thinking, eagerness to take risks, knowing how to attain best qualities of the world.

Keywords: Empowerment, Digitalisation, W20, Entrepreneurship.

5. Title: Breaking the Compulsion of Women to Silence

Author: Colonel Mukul Saxena

Abstract: The Nirbhaya rape case in 2012 ignited a national debate concerning the protection of women. The incident triggered judicial reforms and the Criminal Law (Amendment) Act 2013 amended the Indian Penal Code (IPC) to include death penalty to rape where victims die or are left in a vegetative state. The amendment also included a clause in the IPC to deal with crimes involving acid attacks.

Six years later in 2018, two separate incidents sparked national protests wherein an eight-year-old Muslim girl and a 17 years old Dalit girl were raped. India's response was similar, the Cabinet passed an executive order to make the rape of a girl under 12 punishable by the death penalty.

The executive order also increased the minimum punishment for female rape from seven years in prison to 10 years, extendable up to life imprisonment, and introduced measures to speed up court proceedings in rape cases.

Both incidents witnessed wide outrage against the brutalization of women. The government was quick to respond with strong institutional measures as a preventive retort and the amendments (2013 and 2018) came as a result of public protests and the State instituted measures to show 'stern action' and 'recognition' to the barbaric act.



Despite the amendments in 2013, rape increased by 37% and the overall crimes against the women increased by 27 % in between 2012 and 2016. The percentage rate of crimes against women increased from 41.9% in 2012 to 94.5% in 2014 and similarly the percentage incidence shot up from 58.3% to 119% in the same period. More concerning is that the overall percentage crimes against women to the total IPC crimes increased 10.2% in 2012 to 10.7% in 2015

Undeniably, there have been numerous alternate civil society interventions for decades working in sync with judicial and institutional reforms and have immensely contributed to the well-being of society. However, they have not been able to create change as positive value and contributed well-being and security of women.

Two social issues remain immune to institutional and civil society interventions in the present form. First, the inability of interventions to permeate into families and communities where more than 95% of the rapes occur. For example, in 2013, NCRB reported 33,707 rape cases and 31,807 out of 33,707 reported rape cases involved a neighbour (10782), other known persons (18171), relatives (2315) and parents (539).²

Second, the lack of intervention capacity within the young children (6-12 years) and the adolescent age group (12-18 years). Figure 1 shows that 31% of the crimes occur in this age group.

Both issues stigmatize women as impure and render them unacceptable. Even if she is a victim of abuse she is compelled to compromise and remain silent. Rape is one of the many crimes which largely takes place within families and smaller communities. Acid attacks, sexual abuse, honor killings, dowry related violence, child brides primarily occur within families and small communities or by known persons. Institutional reach is limited and civil society activism is impaired since these very families and communities where the victim resides empowers themselves through ostentatious vigilantism or honor killings.

State and civil society once again remain mute spectators to the horrific violence due to the lack of penetration within families and inner communities. Institutional interventions, naming and shaming by civil society is pushed back because of a strong patriarchal structure and these crimes undermine institutional reach primarily because it is subject to being reported at the first place. This further emboldens the perpetrator who not just owns the compromise but also the victim's silence to further abuse in the larger community. The victim now enters the vicious cycle which initiates two responses as an acceptable social norm: - The Compulsion of Women Towards Silence. Stigmatization, acceptance of domestic violence and compromise resonate as an acceptable norm. The victim is compelled towards silence to uphold his/her own dignity, family honour and/or prevent stigmatization. Adolescent age group abuse also holds back women to silence. The adolescent age group is critical since the victim is invariably forced to be silent or does not have enough capacity to find a support to confide the incidence of abuse. The victim's silence creates an environment of impunity for the perpetrator.

Power Imbalance. There is an inherent power imbalance in the society which views women merely as objects. Women are either care givers or child bearers. The stereotype makes them subordinate in the power imbalance and thus when women become victims of abuse and oppression they remain silent and continue to be abused by the oppressor. However, within the power imbalance also lies a support thus creating an oppressor-victim-support with the balance of power hanging between the oppressor the victim in his/her proximity to the victim. If the oppressor is given the space to operate within a power imbalance it emboldens his/her capacity to similarly operate in his community. For example, an oppressor of sexual abuse if not checked in the family acts with de-facto impunity in the society leading to increased crimes against women.

Keywords: Women Silence, Indian Penal Code, Violence



- Chairperson : **Dr. Sahiba Hussain**
Director, Sarojini Naidu Center for Women's Studies, Jamia Millia Islamia
- Observer : Mr. Anil (Assistant Professor, SRCC)
- Rappeuters : Ms.Niti and Ms. Aarushi Sharma

1. **Title: A South Asian Perspective on Female Economic Participation: An Econometric Analysis**

Authors: Simrit Kaur, Sanchita Joshi

Abstract: Gender inequality is a multidimensional and dynamic concept. Gender gaps are present across countries in opportunities based on access to education and health, as well as outcomes related to economic participation and political empowerment. Though efforts over the years have led to significant strides in bridging the opportunity gaps, yet much remains to be done. According to World Economic Forum's, Global Gender Gap Report 2017, only 58 and 23 per cent of the gender gaps in economic participation and political empowerment have been closed so far respectively. However, commendable achievements in education and health have been noticed with closure of over 95 per cent of the gaps in both. Further, though political empowerment has witnessed improvement, yet economic participation remains a cause of grave concern. Rather unfortunately, recent years have witnessed a reverse progress in economic participation.

With this backdrop, the present paper examines the determinants of gender inequality in economic participation and opportunity. In the present study, using panel data instrumental variable regression technique for South Asia over the period 2006-16, we investigate how economic participation and opportunity is influenced by variables such as gross domestic product per capita and its composition, education, health, infrastructure, demographic factors, legal and cultural factors, and trade openness. The choice of South Asia is reinforced by the trailing economic participation rank of these countries. As per World Economic Forum (2017) their ranks are below 100 - Pakistan (143), India (139), Bangladesh (129), Sri Lanka (123) and Nepal (110). The data for the study is drawn from the World Development Indicators and various reports of World Economic Forum.

Our findings indicate the following: First, contrary to the feminization U hypothesis, our results suggest an inverted U relation between GDP per capita and economic participation and opportunity. This implies that economic participation and opportunity after reaching a threshold could be pulled down with increasing GDP per capita. Second, increase in the share of services value added is estimated to have a favourable effect on participation. Third, female education is found to have a consistently negative and significant effect on economic participation and opportunity for South Asian economies. Fourth, negative and significant impact of fertility and urbanisation along with a positive and significant effect of better financial infrastructure facilities on economic participation and opportunity. Fifth, positive and significant effect of trade on women's overall economic participation and opportunity in South Asia.

From a broad policy perspective, the paper concludes that sole focus on growth might not be sufficient as rise in income after a period of improvement could also exacerbate inequalities by lowering economic participation and opportunity. However, trade and creation of service sector employment opportunities for women could have a positive impact. Further, provision of better financial infrastructure facilities and population control policies could also play a favourable role. Moreover, there is also need to draw attention towards the impact of education policies and increased pace of urbanisation on economic participation.

Keywords: Feminisation U Hypothesis, Women's Economic Participation and Opportunity, Panel Data, Instrumental Variable Regression, South Asia.



2. Title: Is Success an Elusive Phenomenon for Working Woman? A Psycho-Social Enquiry

Authors: Suruchi Bhatia, Gopa Bhardwaj

Abstract: The present paper This work is a concise and unbiased effort to depict gender socialization of women to study the characteristics of empowerment which, are scientifically gathered. Social status of women has had its crests and falls all along Indian history. This study focuses on the analysis of the environment, socialization, and decision- making processes of seven7 iconic personalities in the Indian national scenario. These renowned women include Kiran Bedi, Bachendri Pal, Indira Gandhi, Ela R. Bhatt, Sonal Mansingh, Sai Pranjpye, and Kalpana Lajmi and have been selected. The selection has been made on the basis of empowering behaviour exhibited by them. Although they all came from varied socio-economic backgrounds, they had a striking similarity in forming their ideologies as per their aspirations and asserting their independent nature irrespective of varied circumstances. The sample also comprised of 30 women administrators, entrepreneurs and professionals, from various walks of life having reached a significant milestone in their life from an organizational point of view, in the Indian national scenario. These individuals have been selected on the basis of empowering behaviour exhibited by them. A qualitative method of research was implemented to have a basic understanding of the underlying factors and to establish an insight into their interplay. To understand the underlying process of empowerment, a documentary analysis was undertaken and a comparison was made of the seven eminent women from the Indian national scenario to the thirty successful women who had their presence in decision making process in various organizations. This study is just the beginning; from here the road map of success for the working women can be drawn as empowerment is a continuous process, that needs to be designed and articulated for every individual.

Keywords: Psycho-Socio Enquiry, Gender Socialization, Empowering Behaviour.

3. Title: Capturing the Narratives of Marginal Women Farmers of Odisha: Creating a Sustainable Alternative in the Current Development, Environment and Agrarian Discourse .

Author: Pushpa Singh

Abstract: This paper aims to present a critique of current discourse of agrarian development rooted in the hegemony of industrial model of agriculture which is neither sustainable for the environment nor good for the farmers in the long run. At the same time, it will also discuss the alternative model of rural agro-ecology and natural farming practices that are empowering the marginal women farmers of Odisha and robustly helping them to reclaim Food Security and Food Sovereignty in the current milieu of agrarian distress. These two propositions will be discussed in two separate sections. The first section will highlight the problems of industrial agriculture, whereas the second section will present the prospects of a sustainable and viable model of farming as practiced by marginal women farmers in some of the districts of Odisha.

Section I: The Problem

The projection of industrial agriculture, (which is capital, machine and agrochemical intensive), as the only way of doing farming presents a reductionist, technocratic understanding of science and a flawed understanding of the agrarian discourse. This presentation will problematize the framework, logistics and policy discourse of industrial agriculture that results in loss of autonomy of farmers, especially women farmers, and vanishing away of the centuries sustained package of practice of indigenous farming rooted in the local agro-ecology. The politics and political economy it generates, clearly shows that the entire structure of industrial agriculture is created to serve vested interests of the global agribusiness and its conglomerates. Its implications such as mono cropping and extensive use of agrochemicals degrades the environment beyond redemption altering the ecology and climate forever. There are increasing concerns over the irreparable loss to environment and agro-ecological crisis resulting from Green Revolution Technologies.



Section II: The Prospects

On the other hand, there are alternative frameworks of agriculture such as subsistence farming and collective farming practiced by small women farmers in pockets in Odisha. Such grassroots engagements affirmatively show the possibility of emancipatory politics outside the formal institutional framework that are structuring the alternative discourse.

Hence, the primary objectives of the present paper are – (i) to problematize framework, logistics and policy discourse of industrial agriculture; (ii) to present alternative frameworks of agriculture rooted in subsistence and collective farming practiced by marginal women farmers (case study: Odisha); and (iii) to explore new models of rural agro-ecology reclaiming Food Security and Food Sovereignty.

Data for the present paper was compiled primarily through Primary field Survey, interview of women farmers, interviews of experts (snow ball sampling method), voluntary organizations (Sambhav in Nayagarh, CIRTD in Sundargarh dist. Odisha), secondary literature. This paper is based on the author's field work for research on Gender, Food Security and Food Sovereignty undertaken in five districts of Odisha namely Nayagarh, Sundargarh, Ganjam, Sambalpur and Bargarh in March 2018, exploring the different patterns of sustainable farming practiced by women farmers. These districts were chosen due to pioneering work of some voluntary organizations and women self-help groups in these districts.

Key Words: Rural Agro-Ecology, Women Farmers, Food Security, Food Sovereignty, Sustainable Alternatives.

4. Title: Where are the Women? : A Study of Women's Empowerment in Myanmar

Author: Dr Priyanca Mathur Velath

Abstract: Comprising over 50 per cent of the world's population, women continue to be under-represented as voters, political leaders and elected officials. Equitable participation of women, in politics and government, is essential to build and sustain democracy. A federal structure provides greater opportunity for women to enter politics by opening up more access points for new political actors. Research has shown that women can change the role of politics and legislative life because they bring a different point of view than their male counterparts. Women also change the way government works once they are in power, for example, they are more likely to criticise the status quo of democratic institutions; they are more likely to appoint or hire other women to change the way government works (Slack, Spicer and Montacer, 2014).

Thus, linking federalism and gender is crucial in order to create an environment where women can advocate on matters of policy, run for political office, be elected, govern effectively, and participate meaningfully in every facet of civic and political life. Such a study can focus on the cause and effect relationship between federalism and gender, as well as the impact that the process of federalism may have on women's political participation and on gender in general. In the long run it also addresses fundamental issues of gender equality.

In contrast to other states of South-East Asia, the history of Myanmar has largely been absent of any systematic state-sanctioned or religion-sponsored discrimination towards women. However, after years of military rule, for Myanmar, "newly emerged from decades of economic and political isolation, and amid the recent global economic slowdown, there are many challenges. Yet, despite these, we remain committed to stay the course, to achieve inclusive and sustainable development together with all ASEAN countries." Post 2015, the state of Myanmar, as a nation, has sought to govern in a manner that combines elements of diversity management and human rights for all with national pride, through a federal model of governance enshrined in the principle of 'self-rule and shared rule'. It is crucial thus, within such governance structures and processes, to introduce mechanisms to secure the rights of women and to advance gender equality.

This paper, illustrated with comparative situations in other countries, seeks to address imperative questions such as how does federalism make it easier for women to get involved in political issues, which



countries set quotas or reserve seats in the assembly for women, how well has that worked, what are the barriers to women getting involved, and what have other countries done at the local level to engage more women in the political process. It seeks to explore the trajectory of women's empowerment in Myanmar, through the lens of Gender and Decentralisation (based on the authors own visits to Myanmar as an international trainer on Federalism and Gender from 2016-2018).

Keywords: Women Empowerment, ASEAN, Equitable Participation.

5. Title: Board Gender Diversity and Sustainability

Authors: Neeti Sanan, Sangeeta Yadav

Abstract: In today's economic environment, societies expect businesses to focus beyond narrow profitmaking motive and engage at multiple levels. Firms are getting increasingly challenged in terms of meeting and responding to expectations of the society. According to Brundtland (1987), "development that meets the needs of the present without compromising the needs of future generations to meet their own needs" i.e. sustainable development is the need of the hour. An organization's approach to sustainability is determined by the extent of its involvement in addressing the interests of its stakeholders. This requires a positive engagement with various stakeholders and having a relational perspective which is accentuated by a gender diverse board.

It is increasingly becoming clearer to businesses that the diversity including gender diversity is an important factor in firms' overall performance. It is well established that organizations with diverse board have financial performance above the industry averages and create a virtuous cycle of increasing returns (Harjoto & Jo, 2011). However, having a diverse board also ensures that companies are doing well on sustainability reporting measures in addition to reaping economic dividends. The board of directors are the top decision-making authority in an organization and their understanding and appreciation of sustainability drives the quality of its reporting. According to theoretical tenets of the stakeholder theory (Freeman, 1984), gender diverse board purportedly have a better understanding of social demands of their stakeholder base. This is a prerequisite for developing a sustainable strategy for the organization resulting in socially responsible policies. Diverse board, due to nature of their composition are able to bring in a fresh perspective, better insights and further the innovation agenda (Carter et. al, 2003). Having women on board enhances ability of boards to address the complex issues underlying sustainability in an effective manner. Diverse boards possess a holistic understanding of the ecosystem the organizations operates in and there is enhanced monitoring of firm's agents and better ethical enforcement. India offers a unique setting to study impact of diverse boards as the promulgation of The Companies Act 2013 mandates the presence of at least one woman on boards of firms which may influence firm strategic decision making (Srivastava, Das & Pattanayak, 2018).

Despite current traction in the field, theoretical and empirical work in this field in India is scarce. The objective of the study is to comprehensively review extant academic literature available on the gender diversity in the boards of firms and how it affects their performance on quality of sustainability reporting. Further, using a systematic review process, the objective is to develop a conceptual framework that enhances understanding of the board gender diversity and sustainability relationship. Methodologically, the authors seek to explore current sustainability practices, challenges in instituting sustainability committees and external assurance of sustainability reporting. Authors also examine the reporting environment, associated incentives of reporting and whether the quality of sustainability gets impacted by presence of female directors who are independent.

Our findings have implications for policy formulation and provide basis for an evidence-based recommendation for board diversity for improved sustainability in the Indian context. Moreover, the study contributes to existing diversity and sustainability literature by examining their relationship through the lens of the stakeholder theory (Freeman, 2004).

Key Words: Gender Diversity, Woman Directors, Companies Act 2013, Sustainability.



6. Title: Gender Stereotypes in Occupations and Sports: Perspectives of Children

Authors: Tinny Dawar and Sarita Anand

Abstract: Children develop the concept of gender very early in their childhood. They modify and adapt their behaviour and perceptions based on society's expectations. This is how they develop their gender identity based on society's expectations of them being females or males. As children grow up and enter the school environment, school becomes an important influence of gender socialization on them. Schools can reinforce or help children unlearn the sex stereotypes that are already embedded in their minds through family, peer group or media. One important aspect of learning in school is to understand the roles associated with women and men in our society in terms of occupations, traits and opportunity to be engaged in sports. Teachers play an important role in conveying their own perceptions, understanding and attitudes while transacting both the formal and hidden curriculum. In light of this background, the present study aimed to explore the perceptions of children regarding adult occupations and sports, which will have a relationship with their motivations to act as men and women in their adult roles.

A sample of 180 children (90 girls and 90 boys) studying in Grade V was drawn from 18 schools of North Zone of Municipal Corporation of Delhi using stratified sampling. The children were administered a structured interview schedule consisting of age appropriate picture cards depicting females and males in various occupations and sports. Each child was shown a picture card of each occupation or sport with females and males performing the same activity, for example, cooking, teaching and playing cricket etc. The tool used consisted of a three-point scale with three options to the question asked, "Do you think this is true - Always, Sometimes or Never" for each of the picture card depicting women and men in various roles within the family, at work and in sports.

T-test for independent samples revealed that majority of children perceived females in the traditional roles associated with females such as cooking, washing clothes, sweeping, feeding children, nursing and teaching while a low percentage of children perceived males to be engaged in these occupations. An interesting trend which emerged was that more girls than boys, perceived females engaged in roles of doctors, police officers, traffic police officers and pilots. Similarly, more girls also considered females being engaged in various sports activities as compared to boys who held a limited view about females engaged in sports activities.

It is therefore suggested that schools being one of the most important agents of gender socialization for a child need to nurture the potential and ability to perform all kinds of activities and mentally prepare them to take up occupations of their interest irrespective of their sex. Schools can become proactive in supporting entrepreneurial ability in children so that they can break away from the stereotypical images associated with their sex. This is possible only when the curriculum, textbooks and school environment is gender sensitive.

Key Words: Sex Stereotypes, Stereotyped Occupations, Stereotyped Sports, Children's Perceptions, Gender Identity.

7. Title: Socio-Cultural Norms and Practices in Mewat: Implications for Maternal and Child Health

Authors: Pooja Akshay, Dr. Sarita Anand

Abstract: Healthy population is an asset for the development of any country and hence ensuring availability and access to health care services to each and every citizen is one of the responsibilities of the State. But, in Indian health care system, women and young children bear the burden of high morbidity and high mortality due to various socio-economic and cultural reasons complicated by illiteracy, ignorance, and lack of access to health care services. This paper discusses the perspectives of women from villages of Mewat district (Haryana) in India on Mother and Child Health in the context of the socio-cultural norms,



practices and information needs related to specific aspects of Mother and Child Health. The study was carried out in two phases. In phase I, focus group discussions (FGDs) were conducted with 100 women who were either pregnant or were mothers of at least one child in 0-2 years in four villages of Puhana and Nagina blocks of Mewat. In phase II, their information needs were assessed by conducting in depth interviews (IDIs). The issues addressed were antenatal care, institutional delivery, diet during pregnancy and post-partum, breastfeeding, immunization, family planning, information about provisions under different MCH schemes etc. The findings indicate that majority of women were unaware of the healthy behaviours and desired practices for optimal pregnancy outcomes due to their ignorance, limited exposure and unavailability of authentic sources of information. Their poor socio-economic status, overwork and pre-conceived socio-cultural norms in addition to dominant patriarchal mind sets also seem to impede their health seeking behaviour.

Keywords: Mother and Child health, Gender, Social Norms, Socio-cultural practices, Mewat, Public health, Family welfare.



Chairperson : **Dr. Archana Thakur**
Joint Secretary, University Grant Commission.

Observer : Ms. Himani (Assistant Professor, SRCC)

Rapeuters : Ms. Chestha and Ms. Karuna sawal

1. Title:

Author: Dr. Vidushi Sharma

Abstract: या देवी सर्वभूतेषु शक्ति—रूपेण संस्थिता, नमस्तस्यै नमस्तस्यै नमस्तस्यै नमो नमः ।
या देवी सर्वभूतेषु सृष्टि—रूपेण संस्थिता, नमस्तस्यै नमस्तस्यै नमस्तस्यै नमो नमः ।

नारी अपने आप में शक्ति है। वह चाहे किसी भी प्रकार की हो जैसे सृजन शक्ति, सहन शक्ति, इच्छा शक्ति, ज्ञान शक्ति, वैराग्य शक्ति, श्रृंगार शक्ति, समर्पण शक्ति, श्रद्धा, भक्ति, त्याग शक्ति, आसक्ति, प्रेम, समर्पण और इन सब को यथार्थ रूप प्रदान करने के लिए सबसे बड़ी शक्ति, “कर्म शक्ति”। शिव और शक्ति की कथा के बारे में कौन नहीं जानता? हमारे भारतवर्ष में “यत्र नार्यस्तु पूज्यंते, रमंते तत्र देवता” इस उक्ति का पालन अनादि काल से ही होता चला आ रहा है। नारी का एक माँ का रूप सबसे सुंदर, आकर्षक, प्रेममय और अनुकरणीय होता है। मेरा ऐसा मानना है कि नारी केवल एक माँ बनकर ही पूर्णता को प्राप्त कर लेती है। नारी केवल मनुष्य रूप में ही पूजनीय नहीं है अपितु संपूर्ण नारी जाति चाहे वह धरती माँ हो या किसी अन्य प्रजाति की भी, सदैव ही अग्रगण्य होती है क्योंकि वह जन्म और पालन पोषण में अपना सर्वस्व त्याग देती है। हमारा पूरा जीवन ही स्त्री जाति पर निर्भर करता है, एक माँ के विभिन्न स्वरूपों पर निर्भर करता है, यदि हम यह कहें तो कोई अतिशयोक्ति नहीं होगी। हमारी सृष्टि का प्रारंभ शक्ति से होता है, हमारे अस्तित्व से यानी जन्म से होता है। जन्म एक माँ ही दे सकती है (हालांकि बीज तत्व, पुरुषत्व की भूमिका को नकारा नहीं जा सकता) उसके बाद भरण पोषण का कार्य धरती माँ पर निर्भर करता है, अन्नपूर्णा द्वारा किया जाता है, विद्या की देवी और अन्य सभी कलाओं की देवी भी स्त्री जाति यानी सरस्वती माँ है, और पूरा जीवन लक्ष्मी माँ की कृपा से चलता है तथा मृत्यु के बाद माँ गंगा या पुनः धरती माँ की गोद में ही हम समा जाते हैं। यानी

“जीवन से पहले, जीवनपर्यंत और जीवन उपरांत”

तीनों ही स्थितियों में माँ की भूमिका, नारी जाति की भूमिका अग्रगण्य है, वंदनीय है, अनुकरणीय है, अभिनंदनीय है। परंतु यह भी सत्य है कि बिना पुरुष के हर नारी अधूरी है। उसे जीवन के हर मोड़ पर पुरुष की आवश्यकता है, उसके आलंबन की आवश्यकता है, इस शाश्वत सत्य को नकारा नहीं जा सकता।

कीवर्ड्स— सर्वभूतेषु, संस्थिता, समर्पण, वैराग्य, कर्म, आलंबन, अग्रगण्य, शाश्वत, जीवनपर्यन्त आदि।

2. Title: Women’s Identity Crisis: A Fight with PCOS or Herself!

Author: Aparna Varma

Abstract: This paper is a result of an online survey conducted on women with PCOS and interviews from reputed gynaecologists. This paper (i) provides an analysis of the problems faced by Indian women with PCOS (ii) assesses the myths associated with PCOS (iii) provides recommendations to the policy makers and health practitioners (iv) calls for the need of an all India survey of women with PCOS as till date there has not been a single survey conducted on a pan India level. This is urgently needed as women do not have appropriate knowledge about PCOS.

The analysis finds that a majority of women gets diagnosed with PCOS between the ages of 25 to 29 which is the most reproductive age of women. Women prefer marrying late as they focus on their career and this



takes a toll on their fertility. Also, the fact that the symptoms of PCOS are so general in nature that one tends to ignore them and it is frequent miscarriages among married women (who are mostly in their 30s when egg store in the ovaries reduces considerably) lead to complications, therefore, women of this age group should be targeted first. The survey found that most women who are working and are unmarried do not get time for physical exercise and are reliant on contraceptive pills. This has led to a double whammy for unmarried women who are concerned about their infertility issues and are also at the same time-consuming contraceptive pills which are (morally) considered to be taken only during family planning i.e after marriage. The survey also shows that majority of women feel that there is a complete obliviousness about PCOS. The survey shows an interesting finding that there are women who are getting treated but clandestinely due to fear of shame and guilt. It is men who have to become aware about PCOS more than women.

This paper finally concludes with recommendations to the Government of India about creating necessary infrastructure for PCOS women and also to women with PCOS about management of the problem and timely diagnosis.

Keywords: PCOS, PCOD, Women's Health, Infertility.

3. Title: महिलाओं के लिए हर क्षेत्र कुरुक्षेत्र: आंखों से ओझल चुनौतियों पर नव विमर्श

Author: वंदना यादव

Abstract: तेरे माथे पे ये आंचल तो खूब है लेकिन
तू इस आंचल से इक परचम बना लेती तो अच्छा था।

(शायर— असरारुल हक मजाज)

कामयाबी का परचम लहराना कभी भी इतना आसान नहीं होता खासकर महिलाओं के लिए। उद्योग जगत की बात करें तो आईसीआईसीआई बैंक की सीईओ चंदा कोचर, एचसीएल की सीईओ रोशनी नादर, बायोकॉन की फाउंडर चेयरपर्सन, हिंदुस्तान टाइम्स की शोभना भरतिया, पेप्सिको की इंदिरा नूर्, भारतीय स्टेट बैंक की अरुंधति भट्टाचार्य, बॉलीवुड फिल्म अभिनेत्री प्रियंका चोपड़ा, दीपिका पादुकोण और अगर राजनीति की बात करें तो सोनिया गांधी, सुषमा स्वराज, मायावती, ममता बनर्जी, सुमित्रा महाजन, वसुंधरा राजे सिंधिया। वहीं खेल जगत की तरफ नजर दौड़ाएं तो बैडमिंटन खिलाड़ी पीवी सिंधु, मैरी कॉम। ये सब कुछ ऐसे नाम हैं जिन्होंने अपने-अपने क्षेत्र में सितारे की हैसियत रखते हैं। लेकिन इन सभी का सफर आसान नहीं था। रास्ते में ना जाने कितनी बाधाओं को पार कर इन्होंने अपना मुकाम हासिल किया। जाहिर है सफलता के लिए परीना सभी को बहाना होता है चाहे पुरुष हो या महिला लेकिन ऐसी कौन-कौन सी चुनौतियां हैं जिनका महिलाओं को सामना करना पड़ता है। वो सकता है वो चुनौतियां पुरुषों को ना दिखती हों, मगर वो हर महिला की जिंदगी का इम्तिहान लेती है जो कामयाबी के शिखर का सफर तय करने का माद्दा रखती हैं। ऐसी ही चुनौतियों के बारे में हमने एक शोध करने का फैसला किया। ये शोध उन महिलाओं की जिंदगी पर आधारित नहीं है जो भारत में शीर्ष स्थान रखती हैं बल्कि जो अपने-अपने क्षेत्र में एक अहम पद पर कार्यरत है। हमने मीडियाकर्मी, प्रोफसर, डॉक्टर, बिजनस वुमन, साहित्यसेवी और राजनीति से जुड़ी महिलाओं का साक्षात्कार लिया। उनसे उनकी जिंदगी की मुख्य बाधाओं को लेकर सवाल पूछे। इसके साथ ही हमने कुछ सामान्य महिलाओं से कुछ सवाल पूछे। हमारे शोध का मकसद था महिलाओं की कामयाबी की राह में रुकावट डालने वाली ऐसी चुनौतियों को स्पष्ट तौर पर सामने लाना जो मौजूदा दौर में मायने रखती हैं। हमने साक्षात्कार का तथ्यात्मक विश्लेषण किया और सर्वे के परिणाम भी हैरान करने वाले रहे। दरअसल कुछ चुनौतियां तो महिला होने की चुनौतियां हैं लेकिन कुछ चुनौतियां अलग-अलग क्षेत्र के मुताबिक भी सामने आती हैं। ये शोध उन्हीं चुनौतियों का अध्ययन, विश्लेषण और नया सार्थक विमर्श रचता है।

Keywords: महिला, कामयाबी, चुनौती, बाधाएं, विमर्श



4 **Title: A Study on the Effect of Glass Ceiling and Organisational Commitment on Corporate Women's Turnover Intentions**

Author: Mansi Tiwari, Dr Garima Mathur and Dr Silky Vigg Kushwah

Abstract: The present study explores how gender discrimination can lead to lack of organizational commitment and high turnover intentions among Indian working women in corporate settings. Result from the survey indicates that there is a positive and significant relationship between Glass ceiling and Turnover Intentions, whereas between organizational commitment and turnover intentions there is a negative and significant relationship. But all such issues could be sorted out with proper imprecision of women empowerment supportive environment. The result also suggests that there is again negative insignificant effect of glass ceiling over organizational commitment. Glass ceiling is the condition where women are prevented from reaching at higher level or key positions. Women are found to be efficient at their positions, either being on superior position or medium level position, but perceived as an inefficient employee who is burdened with lot of responsibilities other than workplace. This kind of notion results in an environment which makes the workplace a male dominated surrounding in which women develop intentions to quit with weak commitment towards their organization.

Keywords: Organizational Commitment, Women's Turnover, Glass Ceiling, Women Empowerment, Gender Discrimination.

5. **Title: Women – Iccha Shakti, Gyaan Shakti, Karma Shakti**

Authors: Shineh Suri, Dr Poonam Gaur

Abstract: India is rapidly moving towards gender equality, with increase in women participation in all the spheres, around the world. With women comprising over 48% of the country's population, it is impossible to think of economic growth without women as a fundamental driver of the change. We need to harness the full potential of women entrepreneurs. Accelerated focus on women entrepreneurship is key to galvanize India's growth to next level.

Entrepreneurship works as a facilitator to economic development of the country. It is the largest sector for capital accumulation which results in economic growth. 'Women entrepreneurship' is like a discipline for a child that begins at home. Women have been entrepreneurs in different ways through her life. A house wife is an entrepreneur where she manages her time, manages and plans the ways to secure her children's future, passionate about her home and family and wears so many more different hats for a successful life.

An Entrepreneur is one who always searches for truth, responds to it and utilizes it as an opportunity. Entrepreneur takes risks to explore new profitable business opportunities. "Entrepreneur is an employer, master, merchant but explicitly considered as a capitalist". Keeping in vision that for our Nation to succeed, women as entrepreneurs has to succeed, NITI Aayog launched Women Entrepreneurship Platform on International Women's Day on 8 March 2018 a perfect initiative which targeted at building an Ecosystem for women across India to realize their entrepreneurial aspirations, scale-up innovative initiatives and chalk –out sustainable, long-term strategies for their businesses.

Aspirations manifest on three important pillars - ICCHA SHAKTI, GYAAN SHAKTI, and KARMA SHAKTI which are very important factor to become an efficacious entrepreneur. Women should be given freedom to enter all areas of work in life be it materialistic, scientific, cultural, academics, skill development, politics etc. Ichha Shakti encourages aspiring women entrepreneurs to start their enterprise whereas Gyaan Shakti aims at providing knowledge and ecosystem support to women entrepreneur's to help them foster entrepreneurship and Karma Shakti arrange for hands-on support to entrepreneurs in setting-up and scaling up new horizons in business. The platform aspires to substantially increase the number of women entrepreneurs who will create and empower a Dynamic New India. We must have a chance for upgradation of women with the changing time and technology.



OBJECTIVES

- To build vibrant ecosystem for women across country to help and realize their entrepreneurial aspirations, scale-up innovative initiatives and chalk-out sustainable, long-term strategies for their businesses.
- Power vibrant entrepreneurial ecosystem through an enabling network of industry collaborations, partnerships, mentors and peer-to-peer connect.
- Addresses bottleneck faced by both aspiring and established women entrepreneurs by streamlining information across government and private sector scheme and initiatives with informative, interactive website as a dedicated resource and knowledge base.

Thus, it is necessary to promote entrepreneurship both qualitatively and quantitatively in the country. Only active and enthusiastic entrepreneurs will fully explore the potential of the country's available resources – labour, technology and capital leading to the dawn of new era.

Key words: Women Entrepreneurship, Women-Iccha Shakti, Gyaan Shakti, Karma Shakti



Chairperson : Dr. Mallika Kumar
Coordinator, Office of International Programmes, SRCC

Observers : Mr. Muninder & Mr. Gaurav (Assistant Professor, SRCC)

Rapporteurs : Ms. Sanchita Joshi and Ms. Astha

1. Title: Skill Development among Marginalised Women – Evidence from Centrally Sponsored Skill Development Schemes of Government of India

Author: Sabreena Khan

Abstract: Skills and knowledge are the requisites for the growth progress of any country. India has a vast human resource potential which, can be turned into drivers of growth with better skill enhancement and employment opportunities. Empowerment is a contested term and women's autonomy and socio-economic status is largely enhanced when she gets equality of opportunities as well as access with regard to indicators of development like education and employment. The issue of women in development has emerged and gained importance since 1970s. It has brought the efforts of women into limelight and how women's contribution can enhance economic growth is also emphasised within it. The developing countries today are facing various problems in terms of inequalities of opportunities as growth is not percolating equally to all domains of human security concerns. Most of the population in India lives in rural areas, however, with increasing industrialization in urban areas they are migrating at a faster pace and this is creating employment pressures and gaps in the system to provide for all.

Skill generation is gaining importance and with the beginning of Skill India and Start up India the government is trying to fill this gap. Since the formal sector is not able to provide for all, most of the population is engaged within informal sector. With skill development schemes running, the government is trying to merge this group of informal sector within the formal sector.

Mostly the vulnerable sections of the population as well marginalized and especially women end up being in a dilapidated condition of employment and as they constitute the majority population of the country, bringing the vulnerable up under the social safety nets and improving their plight becomes important. Their work participation rate is highly low around 38.1 per cent as compared to males i.e., 71.3 per cent. Skill development can provide platform to make their "invisible hand" visible in the economy. The present paper tries to analyze the impact of skill generation and how it is benefiting marginalized women. The main objective is to encounter how for women it is becoming more inclusive and empowering them through self-employment or entrepreneurship by providing evidence from secondary data. The methodology is descriptive as well as mixed and analysis is based on gender perspectives to see what difference it is making. The paper also tries to give some suggestions at the policy level to make these programs more effective for the women.

Keywords: Skill Development, Marginalised, Women, Human Development, Employment, Policies.

2. Title: Empowering Women: Fostering Entrepreneurship, Innovation and Sustainability

Authors: Ms. Jayashree Kalita

Abstract: Women all over the world have taken a long journey to achieve equality in the society yet statistics show inequality at various levels and in various comparative studies, which have been conducted nationally as well as internationally. Despite the Constitution of India endorsing equal rights to all genders, women have always been portrayed only as the hearth of domestic administration. They were not allowed to be a part of the external economic world and were not included in the decision-making business sphere. With changing time women are now giving a tough competition to men in all sectors. The



paper centers on women entrepreneurship in the Silk Industry of Assam. Women from this North-Eastern part of India have emerged as highly self-sufficient and successful business entrepreneurs. The paper examines the central role of the rural Assamese women in the production process. Among the numerous industrial sectors which have bloomed in Assam, this paper studies only the Assam Silk Industry: Sericulture, which has helped the rural womenfolk to achieve a whole new level of empowerment. Through the help of primary and secondary sources the paper attempts to unpack the title, while invoking multiple research findings. The methodology used here is qualitative and analytical research. The research records the central role of the rural women acting at the production level, factors motivating women to step into entrepreneurship, the knowledge of business and exposure to the masses, and how e-commerce have helped them in expansion of their business.

Key Words: Women, Rural, Assam Silk Industry, Sericulture, E-commerce.

3. **Title: Where do Government Policies lie in the Ladder of Success of Women Empowerment? – A Study**

Authors: Shailender Kumar, Geetu

Abstract: Ancient Indian history reveals that women enjoyed the status of Goddess in Rig-Veda. They held an honourable position in society. However, during the medieval period, deterioration in the position of women was witnessed because of social evils like infanticide, child marriage, purdah system, sati and slavery. Later, during the British period substantial progress was achieved in eliminating inequalities between men and women in matters of education, employment, social and property rights. Some significant legislations were passed during the British period like Abolition of Sati Act, 1813, The Hindu Widow remarriage Act, 1856. After Independence, many initiatives were taken by the government for upliftment of women's position in India and these have been considerably successful as women have shown their talent in almost every field ranging from sports, politics, robotics, defence, banking and film industry.

In 2016, only 57 per cent of world's working age women were in the labour force, compared to 70 per cent of working age men (Department of Labour). According to 6th Economic Census conducted by Ministry of Statistics and Programme Implementation, there are approximately 8 million women entrepreneurs in India and state-wise Tamil Nadu has the highest number of entrepreneurs. Women constitute 13.76 per cent of the total entrepreneurs i.e. 8.05 million out of the 58.05 million. Further, these female-owned establishments in total provide employment to about 13-14 million people.

Government of India has taken many initiatives like Beti Bachao-Beti Padhao, Sukanya Samridhi Yojna, one stop centre scheme, yet a lot still needs to be done. This is substantiated by worrying statistics like, death of a women every 90 second during childbirth; experience of physical or sexual abuse by 1 in every 4 women; more than 16.4 million women in the world have HIV/AIDS; over 60 million girls worldwide are brides, married before age of 18. India is the 4th most dangerous country in the world for women. Legal or legislative sanctions alone cannot bring about any substantial change in the downtrodden position of women unless there is a marked change in their attitude and consciousness of both men and women. In this regard, lower literacy levels of women are the greatest hindrance. According to Census 2001 & 2011, 45.84 per cent and 34 per cent of women are illiterate in India respectively. Even literate women do not exercise their right to equality where required. Law has uplifted their status; however, equality still seems to be far-fetched in every sphere of life.

Given this backdrop, this paper aims to highlight the position of women in India and the world; extent of success or failure of government initiatives undertaken for women empowerment; literacy level of women; and the prevailing societal inequalities. Based on secondary data, the paper analyses facts and provides suggestions for the development of women and to make India a better and safer place for women.

Keywords: Male Chauvinism, Women Literacy level, E-Governance, Gender Discrimination, Social evils.



4. Title: **Femininity in the Boardroom and Economic Performance: Indian Evidence**

Authors: Dr Sangeeta Mittal, Lavina

Abstract: The present paper examines the association between femininity (gender diversity) in the boardroom and economic performance for a sample of Indian listed firms. The main aim of the paper is to investigate the impact of female board members and their characteristics on economic performance. For the purpose of the present analyses, the study verifies the characteristics of the female board members namely number of female directors, their tenure, attendance behaviour, multiple directorships and participation in important board committees. Further, the study employs five-year panel data comprising of 250 observations from 2013 to 2017 for 50 companies listed on the Bombay stock exchange. Economic value added has been used as a performance indicator. Panel data regression analysis and descriptive statistics have been used for empirical estimation of the proposed objective. The data for the study has been taken from Prowess CMIE database.

The results of the descriptive statistics show that 96 per cent of the selected sample companies have female representation on their board. Further, females are attending a maximum of 9 board meetings. The results of panel data regression show that there is diminutive impact of female board members on economic performance, however, there is a presence of female directors on the board but their presence is not enough to contribute value. The results reveal that if female directors are experienced and hold directorship in other companies then they have a positive impact on performance. Unfortunately, it is observed that companies are appointing females only for fulfilling the mandatory appointment requirement of at least one female director.

From policy perspective, the paper concludes that to get benefit of diversity business organizations should avoid tokenism and make sure that there is a critical mass of females on the board. Overall the results depict that there is diminutive impact of female board members on economic performance of Indian listed firms since there is only presence of female directors not gender balance or equality on the board.

Keywords: Femininity, Gender, Diversity, Economic performance, India.

5. Title: **Female Entrepreneurship and its Determinants – An Inter-State Analysis for India**

Authors: Poonam Mulchandani, Dipali Yadav

Abstract: The divergence in entrepreneurial activity across states suggests that many factors other than economic factors also affect female entrepreneurship. The present paper identifies the possible determinants of female entrepreneurship in India based on literature and various NSSO rounds. Furthermore, the paper empirically assesses the relationship between female ownership and management and growth of the firm. The paper attempts to analyze the variation in factors and determinants across states.

According to literature, education, female labor force participation and women representation in politics tend to be important determinants of female entrepreneurship. In this paper top five states are considered for analysis. States which have maximum number of female entrepreneurs are Mizoram, Manipur, Assam, Tamil Nadu and Kerala (Despande and Sharma, 2013). Least absolute deviation method on cross section data is used in order to empirically assess the relationship between growth of the firm and various other factors such as size of the firm, gender of the owner, energy source, export value and gender of the manager.

Our findings suggest that age tends to have a retarding effect on growth. A statistically significant negative coefficient of age and size is depicted in our analysis for all the five states; hence this implies that younger firms experience better growth than old firms. Assam tends to show a negative relation of older urban firms on growth. Positive coefficient of urban firms simply shows that urban firms are better in terms of growth



than rural firms in Manipur, Kerala and Mizoram. Technical know-how has a positive impact on growth of female owned firms.

Our regressions reveal that female owned and managed enterprises have a positive impact on growth of firms. In our analysis mixed results were found. Mizoram, Manipur and Tamil Nadu showed a positive impact whereas Kerala and Assam show a negative coefficient. Although female managed firms have significantly higher growth rates as compared to male managed firms, the effect of exporting on growth of female owned firms is not quite strong. They don't gain much from exports. Therefore, our paper concludes that in order to promote female entrepreneurship, policies should be focused on increasing the technical knowledge of the owners, and better access to energy sources should be provided.

Keywords: Female, Entrepreneurship, Determinants, NSSO, Economic census, Growth

6. Title: Mainstreaming Women with Mental Disorders: The Place of Sustainable Livelihoods in Recovery

Authors: Varun Chaturvedi, Dhanashri Wankhede, Samriddhi Gupta, Shubhada Maitra

Abstract: The present paper seeks to bring out hopes and aspirations of women with mental disorders who are on the path of recovery. Recovery is not just complex but also highly individualistic. However, with psychiatric disorders, the lived experiences of individuals are overlooked against the professional biomedical dominance of the mental health care. The paper attempts to underscore the lived experiences of women with mental disorders and understand their narratives for bottom-up interventions. The research used a qualitative technique of in-depth interviewing. Twenty-two women were selected through purposive sampling and accessed through Tarasha, a field action project of Tata Institute of Social Sciences, Mumbai. The data was analysed through coding for emerging themes.

The results highlight that despite being hospitalised for varying time periods and irrespective of clinical diagnosis, women were cognizant of the significance of employment and financial independence and were desirous of working full time, hopeful to embark on a new beginning. Most women were from lower socio-economic backgrounds who had a history of long-term experiences of instances of violence, abuse, desertion and homelessness. Further, given the stigma around mental health concerns and the double discrimination that women with mental illnesses might face at the workplace we propose 'supported entrepreneurship' as an effective form of intervention.

Keywords: Recovery, Sustainable Livelihoods, Mental Health, Women, Aspirations



Chairperson : **Dr.Amrita Bajaj**
Deputy Dean, University of Delhi

Observer : Mr.Anil (Assistant Professor, SRCC)

Rapporteurs : Ms. Chestha and Mr. Nitin

1. Title: Impact of Education on Women Empowerment in India

Author: Ashish Kumar Mittal

Abstract: Pt. Jawaharlal Nehru once said: “If you educate a man you educate an individual, however, if you educate a woman you educate the whole family. Women empowered means mother India empowered”. Women empowerment is the process in which women expand and recreate what it is that they can be, do, and accomplish in circumstances that they were previously denied. And, this is possible only when we educate a woman. Educating a woman does not mean only school’s conventional learning but also refers to every form of education that aims at improving their knowledge, and development of vocational skills. Women’s education and their empowerment is still a very hot topic of discussion in India, which needs to be addressed for the development of the country.

According to the statistics released by the latest Census of 2011, India’s female literacy rate is 65.46 per cent, which is significantly lower than the world average of 79.7 per cent and approximately 15 per cent lower than men’s literacy rate in India. China, India’s neighbour and the other global human resource powerhouse, precedes with 82.7 per cent female literacy rate. Though the Right to Education (RT E) Act, introduced in 2009, which made elementary education free and compulsory in the country, has been a shot in the arm for many, still the statistics do not sound good at all. India, indeed, has seen rapid growth and development of women with respect to education in past years after implementation of some women-friendly campaigns such as “Beti Padhao, Beti Bachao” but the Indian development model is yet to completely incorporate the important role played by women for propelling socio-economic growth. Rather the culture of many Indian families of spending more money on marriages of girls as compared to their education especially higher and specialized education is pulling our country backwards. Here, a big question also arises that how many Indian women are made aware and encouraged to participate in government plans for fostering vocational and technical education among girls and for providing them with the employability in different areas.

Given this backdrop, the present paper has the following twin objectives – (i) To study the impact of education on women empowerment in India; and (ii) To study the obstacles pertaining to the employability of educated women in India. The study is based on secondary data sources such as existing researches, published and unpublished records, books, magazines, surveys and journals.

The findings of the present paper could help to bring about some changes in the mindset of many Indian men who consider women worthy of only cooking in the kitchen and to provide satisfaction to their sexual aspirations. The time has come for the focus to shift to “women in development” from “women for development”, with the cooperation of men and to give this process a momentum, education is indispensable.

Keywords: Women, Empowerment, Education, Employment, Development.

2. Title: Importance of Gender Sensitivity in Addressing Ethical Issues in Corporate India

Authors: Dr Puneet Goel, Rupali Mishra, Shubhangi Shukla

Abstract: Existing research on ethical practices primarily focuses on the impact of ethics on employee performance, attractiveness to perspective employees, improved employee relationship etc. The present



study, however, intends to explore the gender differences in employee's perception about ethical practices being followed by Indian business organizations. Seventeen ethical value statements have been used to explore the ethical perception of employees using Likert scale rating.

Using a sample of 412 respondents, Mann-Whitney U differential tests asserted that there is significant difference in perception of ethical practices between men and women. The male patriarchal set up of Indian societal norms seems to transgress from social life to corporate life style. Men consider ethical codes as part of training program to be a significant ethical issue whereas female give more consideration to paying fair wages and taking care of health and safety. Role of ethics in Indian companies has not been adequately studied. Further, the interplay of gender dichotomy and perception of ethical conduct is also missing in literature. The research attempts to correlate gender and employee perception in a male dominated society and workplace in India.

Key Words: Ethical Issues, Employee Perception, Gender differences, Patriarchal Society, Gender sensitivity

3. Title: इच्छा शक्ति, ज्ञान शक्ति और कर्म शक्ति की प्रतीक महिला मीडियाकर्मी

Author: आदर्श कुमार

Abstract: यकीं हो तो कोई रास्ता निकलता है
हवा की ओट भी लेकर चिराग जलता है।

—मंजूर हाशमी

लेकिन महिलाएं चिराग नहीं चिंगारी बनकर अपना इतिहास खुद लिखती रही हैं। इतिहास के पन्ने इस बात को बखूबी बयां करते हैं कि रजिया सुल्तान, चांद बीबी और झांसी की रानी लक्ष्मीबाई ने किस तरह अपनी वीरता से नारी शक्ति का उद्घोष किया था। वो जलवा, वो तेवर अब भी कायम है बस बदलते वक्त के साथ उसके स्वरूप में बदलाव आया है जो सहज और स्वाभाविक है। कलाइयों में पहनी हुई चूड़ियों की बजाय उसका सौंदर्य इस बात से तय होता है कि वो कैसे आत्मविश्वास और आत्मसम्मान के साथ जिंदगी की जंग लड़ती है। हमने मीडिया में काम कर रही कुछ महिला न्यूज एंकर, रिपोर्टर और न्यूज रूम में अहम पदों पर काम कर रही मीडियाकर्मियों से विस्तार से बात की। साथ ही हमने 50 मीडियाकर्मियों का एक सर्वे किया जिसमें महिला मीडियाकर्मियों के तौर-तरीकों से लेकर उनकी हैसियत और ताकत पर बातचीत की। सर्वे में जो नतीजा निकला उससे हम इस निष्कर्ष पर पहुंचे कि महिलाएं इच्छा शक्ति, कर्म शक्ति और ज्ञान शक्ति की त्रिमूर्ति हैं। साथ ही आने वाला वक्त नारियों के वजूद को बिल्कुल नए सिरे से परिभाषित करेगा। दरअसल इस शोध का उद्देश्य ये जानना था कि कहीं हम यूं ही तो महिलाओं को शक्तियों के प्रतीक के तौर पर नहीं देखते। हमारा ये आकल्पन महज एक भ्रम तो नहीं है। इसके लिए आज के आईने में ये पड़ताल जरूरी था। शोध की अहमियत का अंदाजा इसी बात से लगाया जा सकता है कि महिलाएं बोल रही हैं और खुलकर अपना नजरिया जमाने के सामने रख रही हैं। 21 जून, 2018 को केरल हाईकोर्ट ने उस याचिका को खारिज कर दिया जिसमें पत्रिका के कवर पेज पर बच्चे को दूध पिलाती मॉडल की तस्वीर को अश्लील बताकर कार्रवाई करने का अनुरोध किया गया था। कोर्ट ने कहा कि अश्लीलता देखने वाले की निगाह में है। कुल मिलाकर मातृ शक्ति नारी शक्ति पर एक ताजा विमर्श बेहद जरूरी है।

Keywords: इच्छा शक्ति, ज्ञान शक्ति, कर्म शक्ति, महिलाएं, मीडियाकर्मी

4. Title: Medina: A Symbol of Empowerment

Authors: Heena Feroz, Richa Sharma

Abstract: The present paper intends to explore the complexity of African feminist issues which have always being taken for granted under the bed of patriarchy, religion and tradition. A meticulous feminist approach to analyze the status of women and the inequality they face because of their subordinate position in society would help reveal a number of excesses in structures and situations, which deny



women equality and contribute to their oppression.

For the purpose of this paper, the discourse is set within the framework of Betty Friedan's book *The Feminine Mystique*, which talks about the key issues a woman faces in society. The novel *Sardines* taken up for the study of the present paper written by Nuruddin Farah is set in Somalia. The women in Farah's fiction become instruments to reconstruct Somalia and to reshape society by giving a new meaning to womanhood. Farah has always been a difficult figure to absorb into the emerging categories of literary discourse. He is one writer who does not dabble in stereotypes of African womanhood but presents women as autonomous individuals. He is undoubtedly unequalled as an African male writer who elevates women from secondary roles and makes them the major focus of his concern. As compared to other male African writers Farah does not overplay the role of female sexuality in his novels. He has the ability to see Somali women beyond their existence as female bodies only. He has successfully broken the female stereotypes romanticized by other African male writers.

This paper focuses on different categories of women, especially on those women who are not willing to compromise, to be subjugated or to be disobeyed. They actively participate in the political struggle of their country, by resisting the dictatorial regime, which imposes its severity on people. A major emphasis is also placed on those women who are willing to tolerate the tyranny without any objection as they are not confident enough to put resistance against their male counterparts and as such allow themselves to be captured by their so-called master. These women not only accept their subordination without any complaint but they also want to assist in moulding and shaping other women to compromise with the unfair norms of society.

Keywords: Patriarchy, Inequality, Oppression, Dictatorship, Gender Stereotypes, Women.

5. Title: NRI Marriages: Reality, Ramifications and Recourse to Justice

Author: Pujya Priyadarshni

Abstract: In this era of globalization, increasing cross-border marriages have led to the rise of Non-Resident Indian (NRI) matrimonial disputes. Typically, NRI marriages refer to Indian women married to NRI men. Issues pertaining to NRI matrimonial disputes range from abandonment in India or destination country, cruelty and harassment, marriages for convenience, disillusionment by fraudulent representation to ex-parte divorces. Hence, these women face a multitude of problems in these transnational marriages. Matrimonial laws, which are sensitive and difficult to enforce in India owing to myriad personal laws, become even more complex in the context of international laws and differing legal systems. Competent Indian courts face the challenge of competing jurisdictions and resultant inability, on their part, to enforce the remedy or decree passed by them.

The research paper looks closely at facts and cases related to the issue in India, with a special focus on the state of Punjab owing to the high incidence of cases and Punjab's special administrative setup to address the problem. The paper deconstructs the existing legal and administrative framework in India. How does an abandoned NRI bride register her complaint? What is her recourse to justice? Such questions are addressed. Further, it delves on the role of Private International Law in such disputes and India's position. It analyses The Hague Conference on Private International Law through an Indian lens and discusses the utility of ratification of germane conventions. Beyond the legal and administrative framework within and outside India, the paper explores the existing social realities of India that aggravate the situation. Are there social underpinning to the growing number of NRI matrimonial disputes? In the end, it suggests actionable recommendations in the social, legal and administrative sphere to help alleviate the plight of Indian women.

The research methodology includes a review of existing literature, government documents, prominent internet websites, newsletters and journals.

Keywords: Migration, NRI Marriages, Private International Law, Gender & Law.



6. Title: Role of Right to Information Act in Empowering Women – A Study from Himachal Pradesh

Author: Anupama Sharma

Abstract: In today's scenario, almost all countries of the world have concentrated on women's issues and integrated various schemes and initiatives to empower them so that they are able to improve their status and image in society and become more confident to give their opinions, to actively participate and contribute effectively in government functioning at par with their male counterparts.

In this respect, implementation of Right to Information (RTI) Act, 2005 in India is claimed to be an incredible effort of the government because this path-breaking legislation has not only transformed the lives and image of women in society but has also enabled them to equally participate in the governance process and to improve their well-being. However, in the recent past, various organizations, which have carried out studies on assessing different aspects of RTI Act have claimed that even now also the marginalized sections especially women are not using the Act, the way it was expected to be used by them.

Therefore, the present paper assesses as to how the implementation of RTI Act has contributed towards empowering women in the society and to determine whether the demographic factors based on gender and location influence the awareness and adoption of RTI Act as an empowering tool in their lives.

For the purpose of the study, some case studies have been discussed to highlight the successful utilization of RTI Act by women. Further, a survey was also conducted in three districts of Himachal Pradesh (namely Kangra, Hamirpur and Lahaul & Spiti district) where a total of 219 citizen respondents were selected for the study. Data collection was based on a questionnaire and further data analysis was done through SPSS. Chi-square test was performed to determine the association between demographics and awareness and usage of the Act.

Findings of the study as revealed by data analysis prove that both awareness and use of RTI Act is less among females as compared to males. With respect to location, data analysis showed that rural women are still not well aware of the Act vis-à-vis urban women. However, no association was found between location of the areas and usage of the Act by women.

Keywords: Right to Information Act, Awareness, Adoption, Women Empowerment.

7. Title: Witch Hunting and Women Empowerment: Legal Reforms to Conquering Superstition in Rajasthan

Author: Tanvi Yadav

Abstract: Witch hunting is a superstitious practice that prompts the abuse and death of more than a hundred women in India yearly. The practice is rampant in different parts of the country including Rajasthan. Witch hunting is an organized act of violence against women in which an individual is blamed for witchcraft and the whole community endorses the punishment for that person. This social malevolence is often embedded in the traditional and cultural belief system of the society. In the light of that fact it is, indeed, harder to handle such cultural violence.

Empowerment of women is possible only when such superstition and unscrupulous belief intends to root out from the society. Prevailing laws in India have botched to address this issue. Different social activists, groups, and even judiciary had uttered numerous times for the need of the special laws to stop such inhuman activities but yet there is no national law on the subject. Even though some states have enacted the special law such as The Rajasthan Witch Hunting Prevention Act, 2015, was recently made out to curb the growing menace of witch-hunting. The present paper analyses the prevalence of this cultural violence in Rajasthan through case studies. The paper will also investigate the role of legal reforms to stop such social evil and to provide a grass root support system for the victims. With this backdrop, the main objectives of the present paper are as follows – (i) To Study the link between Women Empowerment and



Witch Hunting and critically analyze the scenario of witch hunting in Rajasthan; (ii) To Study the role of legal reforms in the context of witch hunting; (iii) To Suggest ways in which law can extend its role to curb the evil practice of witch hunting.

Keeping in view of the objectives stated above, the study required a socio-legal approach. The research is a descriptive one and the doctrinal method has been used to reach out the objectives. In order to serve the purpose, utmost care has been taken to devise parameters for the study and analyze various aspects related to the various witch hunting cases. The case laws, which were found relevant and appropriate to the underlying issues were analyzed. Materials from secondary sources such as published works, compilations, journals, and magazines have also been used in the present paper. The research attempted to judiciously analyze the available materials by studying the related literature. In the course of the investigation, an attempt has been made through legal reasoning and rational deduction keeping in view the social ethos, social values, and utility of laws to explain the system of criminal justice.

Keywords: Superstition, Women Empowerment, Cultural Violence, Witch Hunting, Witch Crafting.

8. Title: Gender Inequality Disrupts India's Economic Growth

Author: Akriti Dureja

Abstract: Despite India being the fastest growing economies in the world, it is beset by an acute and persistent socio-economic problem of gender imbalance in education. The present paper econometrically analyses the direct and indirect impact of gender imbalance in education on the economic growth and development of the Indian economy and seeks to scrutinize the question "To what extent reduction in gender imbalance in education will increase the economic growth?" by undertaking Ordinary Least Square Regression. To build up the research, the paper employs a vast time series data from 1971-72 to 2016-17 and the variables of interest drawn from the World Development Indicators are Gross Domestic Product of India, population growth rate, infant mortality rate, fertility rate, ratio of female to male enrolment in secondary school and total enrolment in secondary school.

The analysis deduces that gender imbalance in education has a direct impact on the economic growth of the country and a reduction in the same can lead to an increase in growth of the country keeping all the other variables as constant. Also, economic growth is indirectly affected by the impact of gender imbalance on the socio-economic development indicators i.e. fertility rate and infant mortality rate of the country. The total impact i.e. summation of direct and indirect impact, is that a reduction in gender imbalance i.e. an increase in ratio of female to male enrolment in secondary school by one unit will on an average increase GDP by approximately 125 U.S. Dollars keeping the total enrolment in secondary school as constant and hence the result provides the lower bound of the increase in GDP.

Thus, prioritizing the need to address gender imbalance remains a critical issue as a meager contraction in it can proliferate economic growth with the given resources.

Keywords: Gender Imbalance, Economic Growth, Socio-economic Development, Time Series Data, Ordinary Least Square Regression

9. Title: Gender Equality: A Young Feminist's Truth

Author: Udhochi Ugonna Onyeike

Abstract: The menace of women poverty today is a global concern. However, it's more pronounce and pervasive in the sub-Sahara Africa which Nigeria is not an exception. Nigerian population is about 200 million where 52% of which are women and about 45% of them have been acknowledge to be living in the rural areas the highest percentage of which the features that characterized the rural population in Nigeria include illiteracy, poverty, hunger, disease and general absence of infrastructure such as roads, schools, electricity etc. these couple with peculiar problems of rural women such as early marriages, lack of income, withdrawal of girls from school and pregnancy related death. However, to achieve the above



mentioned, the rural women in Nigeria needs empowerment in order to improve the quality of their life as its relates to their socio-economic environment. Against these background government should consciously formulate a way that will minimize the gap between the two genders and alleviating the poverty level of women including protection of their rights. Therefore, this research aimed to provide ways and recommendations to Nigerian Government empower and alleviate poverty among women by given them the opportunities to participate in any form of development.

Key Ward: Gender Equality, Women, Empowerment, poverty, Eradication.

10. Title: From Innovation to Empowerment: A Pathway

Author: Samina Khan

Abstract: From the eradication of foot binding to foot pedalled water pumps, from pill to property rights, innovations can transform women's lives. Virtuous circles of change can be sparked by women's use of seemingly simple technology; a shift in social attitudes about what is possible for women; or increased access for women to economic opportunities, employment, savings and credit. More than at any time in history, the world is poised to leverage innovation to improve the lives of poor women and empower them to realize their potential. Innovation and women's empowerment are rarely discussed within the same context but each has essential value for human progress. Both innovation and women empowerment underpin all of the Millennium Development Goals and both require thinking and acting beyond existing, predefined parameters. Both endeavours require breaking the mold. As the imperative to ensure women's participation and rights in social, economic and political progress gains urgency, innovations present a particularly exciting pathway for seizing the present moment and achieving the goals of women empowerment and gender equality. At the most basic level, innovations can benefit women simply by improving their well-being in terms of health, nutrition, even life span. Beyond vital improvements in well-being, innovations can lead to women empowerment, securing freedom and resources for women to make decisions, build confidence and act in their own interests. Deeper and truly transformative innovations reshape men's and women's roles on a long-term basis. Examples abound where only yesterday women were immobile, but today move freely, where women were silent but today have a voice, where women were dependent but today are the engines of progress for their families, businesses and communities.

It is well known that innovation and shifting gender roles are catalytic processes, which drive change. But little is known about the connection between innovation and women empowerment, how do innovations create long-term, positive shifts in gender relations? This research paper tries to foreground how innovations have improved women's well-being, empowered women and advanced gender equality. It examines innovations in three domains that intersect areas with the greatest need and most creative entry points for realizing women empowerment: (i) technology use; (ii) social norm change; and (iii) economic resilience.

Keywords: Innovation, Technology, Economic resilience, Women empowerment, Gender equality.



Chairperson : **Pearl Malhotra**
IIM Bangalore

Observer : Ms.Himani (Assistant Professor, SRCC)

Rapporteurs : Ms. Sanchita Joshi and Ms. Astha

1. Title : Journey of Women Entrepreneur's for Two Decades: A Meta-Analytical Review

Authors: Ansita Aggarwal

Abstract: The present study meta-analytically consolidates results from two decades of women entrepreneurship research. The objective of the study is to make an index of challenges, factors affecting challenges and moderators from the past studies. Tables are also drawn, which would briefly disclose all of them in a meticulous manner. The Principal Component Analysis (PCA) test would be run on all those tables to determine the factors which are the consequential or principal one of all. Findings are relevant for practitioners (educators, policy makers) and for future research. The findings of this research would be of utmost use for the researchers who would like to carry their research forward on the same line. It will support them in recognizing a concise number of challenges and factors affecting those challenges which needs to be taken as the foundation for any future research. This research would also help in identifying all the significant moderating variables from past studies.

Keywords: Women Entrepreneurship, Challenges, Factors affecting challenges, Meta-Analysis, Moderators.

2. Title: Youth and Social Media: A Case Study of Kalindi College for Women

Authors: Nidhi Arora, Reena Jain, Vandana Gupta

Abstract: Social media has recently created a buzz in each and every section of our society all over the world. Its usage in varied platforms has significantly impacted the overall lifestyle of people, which in turn is crucially outlining the economical, technological as well as fundamental growth of any country.

Of late, a boom in the usage of social media among the youth can be felt significantly. In developing countries like India, stakeholders are taking cognizance of this and are taking significant steps to lay down procedures for its easy and free availability among all citizens from micro to macro levels. Educational institutes, being the primary places of access for youth, are acting as nodal centres for initiating this dream project of Wi-Fi enabled campuses in order to make our young citizens skilled in the use of social media. Raising the intellectual growth of our human resources by use of social media in a positive aspect is the primary objective. Since, advancement in information technology has also led to the instant availability of latest and critical information through information-kiosks on these social media platforms, this media can hence be instrumental in directing youth to use these freely available resources for learning. This, if realised in a developing country like India, can help the country to not only rise up-to global levels but can also help us to move towards a new era of more effective and practical learning environment. Though, many advantages of social media can be enlisted, yet, its disadvantages to distract and take the youth towards negative thinking also can't be ignored.

The present paper presents the outcomes of a research project funded by Kalindi College, a constituent women's college of University of Delhi, which was undertaken to analyse the actual impact of social media on youth, if Wi-Fi was made freely accessible in University campuses. A sample population of 806 women students of Kalindi College were surveyed in this regard. The survey was conducted both electronically and directly. Information on wide parameters was collected to understand the varied aspects and impacts



of such free social media accessibility in government owned campuses. The results were statistically analysed to generate inferences and draw conclusions using statistical analysis software, such as, R and Excel.

The results indicate a steep bent in the interests of our youth for using social media for entertainment and social connections, whereas interests in learning through this media is analysed to be positive but in its initial stages, which needs to be amplified through proper trainings and mandatory inclusion of e-learning based modules in curriculum. We aim to extend our study to different colleges of University of Delhi as well other Universities so that the results could be utilised to study the effectiveness of various government planned strategies in relation to implementation of such schemes at ground levels. This can further lead our youth to move towards a new era of social media based effective learning and help achieve the dream of globally competent campuses.

Keywords: Social Media, E-Learning, Conventional Learning, Statistical Analysis.

3. Title: Effect of Video-Based Intervention Programme in Achieving Skills to Defend Sexual Abuse among Adolescent Girls with Intellectual Disability

Author: Sai Swaroopa

Abstract: Programmes to teach sexual abuse protection skills to persons with Intellectual disability have rarely been conducted empirically in the Indian context. Existing studies have documented that women with intellectual disabilities are at a greater risk of being sexually abused and sex education will be instrumental in helping prevent sexual abuse in this vulnerable population. Research also pointed out to a large unmet need for well designed, properly evaluated education for people with intellectual disability, families and support workers.. In addition, difficulty in declining unwanted sexual advances, difficulty in reporting abuse, lack of knowledge on right to consensual sexual expression, inadequate education aggravates the problem. They were left uninformed about the relationship between healthy sexuality and their disability making them vulnerable to sexual exploitation. Through the present study an attempt was made to study the effect of video-based intervention in achieving skills to defend sexual abuse among adolescent girls with intellectual disability. The objectives of the study were as follows: (i) To assess the present level of skills to defend sexual abuse among adolescent girls with intellectual disability; and (ii) To assess the achievement in skills to defend sexual abuse as a result of Video-based intervention among adolescent girls with intellectual disability.

In this study a pre-post single group experimental design had been employed. Sample for the study was drawn from one of the Rehabilitation center in Hyderabad. All the participants were adolescent girls who attained menstruation with the age range between 15-18 years with mild intellectual disability. Seven students were selected randomly for the study having verbal communication to express their needs, having the ability to follow instructions in Telugu. Written consent from parents was taken for the participation of their children to include in the present study. A Sexual Abuse Protection Skills (SAPS) checklist was prepared and validated to collect the data. The final version of the checklist consisted of three domains with a total of 44 items. The first domain contained skills related to awareness on the basic sexuality (SRABS), the second domain contained skills to avoid risk situations for sexual abuse (SARSA) and the third domain contained skills related to protection against sexual abuse.

A video-based intervention package consisting of sequentially structured eight videos was prepared by the researcher. The process of video development incorporated the content of previous research by the researcher herself through SRABS and SARSA checklists. Finally, eight different themes were considered for video development one per each video. The core theme carried forwarded throughout all the videos was 'MY BODY MY RIGHT' to create the sense of uniqueness of our body and to highlight the message that no one should touch our body without proper consent. The intervention was given for 24 sessions of 30 minutes each with one session per day over a period of 4 weeks. The results indicated significant



improvement in learning skills related to protection against sexual abuse among adolescent girls with Intellectual disability through video-based intervention.

The present study gave promising clues in training the much-needed skills to defend sexual abuse of girls with intellectual disability.

Keywords: Adolescent Girls, Intellectual Disability, Sexual Abuse, Basic Sexuality, Video-based intervention.

4. Title: Mobile Technology: Enabling Women Empowerment

Authors: Vandana, Sanjay Kumar

Abstract: Women empowerment ensures empowerment of society. Today, we are living in a world highly influenced by technology. In this regard, mobile phone is an innovation, which has revolutionized the whole world. When we specifically focus on women empowerment and the role played by technology in enabling this empowerment, we find that the contribution is immense. Women empowerment has always been a critical and forwarding issue for everyone, which is claimed to be in the essence of equity and equality.

Mobile phones have proved to be instrumental in empowering almost any individual in today's time. Most women, these days are working, while also simultaneously performing the role of a home maker. As such, lot of challenges are faced by them in their day to day life both in the offices and at home. Some of the challenges faced by them relate to issues pertaining to their security, family care, work place issues, self and peer relationships and their sustainability, financial management, awareness about the contemporary world and issues to remain in a healthy state of mind and body.

Teaching is considered as the noblest profession and suits the physiology and psychology of a women. Digital empowerment through mobile technology in the field of education is reflected everywhere. Teaching in District Institute of Education and Training (DIET) is a full-time job. Educators have to spend almost eight hours every day. Given such long work hours, a balance is required between home and office.

Given this backdrop, the present study was conducted among the female faculty members of DIET. The focus of the study was to synthesize the respondents' views regarding mobile phones as a technology, which empowers them in performing and skilfully balancing their work and home life. The twin objectives of the study were – (i) To study the work and home situations of the DIET faculty members where mobile phone technology has empowered them; and (ii) To study the role played by mobile phone technology with regards to empowerment of DIET's female faculty.

For the purpose of the study, a sample of 20 DIET female faculty members was selected. Data was collected through a structured questionnaire and structured focused group discussion schedule. Further, a field notes diary was also maintained for consolidation of results. The collected data was thematically analysed and subsequently results were deduced.

The results of our study indicate that the work and home situations of DIET faculty members where mobile phone technology played an empowering role pertain to receiving and dissemination of information from home and office; online cab services; use of online apps for financial issues, sharing of social responsibility issues on social media; staying connected to family members; women safety helpline and apps access; recording facility apps; document editing and presentation apps. Most important, however, was the psychological impact. Mobile phone technology was found to immensely boost the confidence of women both at home and the work place, Further, it provided them with opportunity in power sharing and social responsibilities, in visualizing the real sense of equity and equality in society.

Keywords: Women Empowerment, Mobile Phone, Technology, Education



5. Title: Redefining Global Leadership: A Stalled Evolution

Author: Ipsita Agarwalla

Abstract: 'If your actions inspire others to dream more, learn more, do more and become more, you are a leader' - John Quincy Adams

Think about the best and most powerful leaders around the world - most people would think of a male figure – strong, assertive and dominant. This psychological phenomenon is also known as 'think manager, think man'. Gender stereotypes exist – men being considered as the primary breadwinner of the house while women being considered as the caregivers and homemakers. This makes the transition for women from traditional roles to leadership roles hard.

We still think of a powerful man as a born leader and a powerful woman as an anomaly – Margaret Atwood

The Global Gender Gap Report, 2017 ("Report") published by the World Economic Forum states that the economic gender gap would now not be closed by 217 years. The Report states that economic gender parity could add an additional US\$ 250 billion to the GDP of the United Kingdom, US\$ 1,750 billion to the GDP of the United States of America, US\$ 550 billion to the GDP of Japan and US\$ 320 billion to the GDP of France. Currently, according to Catalyst (2018a), women hold a mere 5 percent of the CEO positions at the S&P 500 companies.

The objective of the present paper is to highlight the need to redefine global leadership, the issues and challenges faced by women all over the world and the progress women have made so far. Women across the world are getting more degrees, despite this they continue to remain highly unrepresented in leadership roles. This paper dives deep into the reasons for leadership gap and highlights the internal barriers that stop women from pursuing leadership roles. It also delves into the policy changes made by governments and companies to ensure diversity at workplace.

For the purpose of analysis, research has been done through, articles, journals, novels, reports (in public domain) and information from websites.

Keywords: Leadership, Gender Gap, Policy Changes, Stereotypes, Internal Barriers

6. Title: Technology Enabling Women Empowerment: A Study of Uprising Women in India

Authors: Rakhee Chhibber, Abha Gupta

Abstract: Women empowerment is not new to the society. Since the dawn of human civilization, women have played a very vital role in the development of human society. Certain portions of the Holy Scripture – Vedas, the oldest literature on this planet, were written by women in India, which depicts that in ancient time women were educated and contributed in knowledge creation. With the passage of time the status of women was challenged and their power was curtailed. Empowerment of women brings freedom and equality in society that enhances women's overall participation in a country's growth and development. With this backdrop, the objectives of the present paper are: (i) To study the status of women in India; (ii) To identify various dimensions of women empowerment; (iii) To analyze the impact of technology in women empowerment; (iv) To develop a model and validate it through SEM for technology enabling women empowerment.

The research design for the present paper is descriptive in nature. The variables in the study are social/cultural, political, educational, psychological, technical empowerment. In this study, besides primary data and its analysis, a lot of secondary data from different websites like NITI Aayog has been used. Prior, to the testing of the relationship, reliability and validity of the variables was tested using Cronbach's alpha, CFA. After testing all the assumptions of the regression, analysis was performed using SPSS and a model was formed using AMOS.



Self-designed questionnaire, wherein each statement with minimum 5 responses was used to collect primary data through convenient sampling method. Sample for the study majorly comprises house-holds and working professionals in Delhi/NCR. The sample size is around 200.

The study suggests that empowerment is not a one-dimensional concept instead it is multidimensional. All aspects of development are needed for full-fledged women empowerment. The results of the analysis show that technology has played a crucial role to strengthen the dimensions of empowerment.

Keywords: Women, Empowerment, Society, Technology, India

7. Title: Mobile Technology for Women Safety

Authors: Kamakshi Khosla, Suruchi Bhatia

Abstract: The unprecedented growth in violence against women (VAW) particularly in Delhi's public transport (PT) has led to massive initiatives on the part of mobile app developers to harness technology for ensuring women safety. Owing to their contributions, women today have at their disposal a wide range of personal security apps that they can use when faced with threatening situations. Unfortunately to this date, in the development of such apps, there has neither been much systematic analysis of the pattern of violence occurring in public transport (for e.g. its type and frequency, and the characteristics of places prone to such violence etc.), nor has there been much comprehensive analysis of the factors that could enhance women's perception of their safety (for e.g. being in the presence of familiar people). This sort of undertaking, however, is essential for expanding the role of such apps in preventing instances of VAW from occurring in PT. In this context, the present paper endeavours to look at the reciprocal relationship between psychology and technology by means of designing and testing an e-psychosocial intervention (i.e. an android mobile app) aimed at enhancing women's perceived safety.

The study employed a within subject pre-test-post-test research design (N=150 female university students) utilising survey method of investigation. All participants were initially administered a pre-intervention questionnaire followed by a post-intervention questionnaire assessing their overall experience of using the app. The design, implementation and testing of the app was done incrementally. The results of the study suggest a pattern between the nature of crimes and the frequency with which they get reported with less serious ones being more frequently reported. This coupled with other factors like lack of formal surveillance opportunities, or the tendency of PT to get overcrowded (Jagori, 2011), further suggest that the choice of PT to commit crimes might not be random as it provides the offenders with the ability to escape unseen and unharmed. Consequently, women safety apps must strive to (a) increase the probability of offender's capture and (b) reduce the chances of individual woman victimization. Proposed app does so by forming pools of verified app users based on shared travel routes and common destinations, making women serve as each other's guardians during their journeys. Significance testing of the impact of app use on the reduction in women's experience of travel anxiety yielded statistically significant results ($p < .01$) with an OR= 1.31 indicating that participants were 1.31 times more likely to experience reduced travel anxiety post app use.

Safety is a highly complex and subjective feeling that must not be characterized solely as a perceived absence of threat or the assurance of receiving help in times of crisis-which could explain why apps using a "one size fits all" approach tend to be inept at enhancing women's perceptions of it. The researchers recommend a greater collaboration between social psychologists and app developers to account for a more comprehensive app designing model that goes beyond "tracking upon alert" framework for enhancing women's perception of safety.

Keywords: Mobile Technology, Violence Psychology, Technology.



8. Title: Innovation and Women Entrepreneurship in India: The Road Ahead

Author: Dr Vandana Jain

Abstract: Entrepreneurship is the buzz word around the globe, capable of alleviating poverty, generating employment and also facilitating social justice and empowerment to men and women alike. The role of entrepreneurship becomes more pronounced in case of a transitional economy like India, with a special reference to women entrepreneurs. The growth of Indian women entrepreneurs has been strongly influenced by technological developments and innovations in our country. The prime objective of the study is to reveal and analyse the growing presence of Indian women entrepreneurs in realm of technological innovations. To accomplish this objective, the exploratory methods will be used while drawing references from secondary data like research journals, business magazines, newspapers and internet. Through the present research, a relationship is proposed between entrepreneurship and innovation in the context of Indian women entrepreneurs. The outcomes of the study suggest that post the liberalization and privatization phase in India, women entrepreneurs have successfully embarked upon the start-up journey while riding high on innovation and technological advancements.

Key Words: Entrepreneurship, Women entrepreneurs, Innovation, India.



Chairperson : **Ms. Jennifer Grafton**
Melbourne University, Australia

Observer : Ms. Dipika (Assistant Professor, SRCC)

Rapporteurs : Ms. Sanchita Joshi and Ms. Astha

1. Title: Relationship between Autonomy, Job Crafting, Person-Job Fit and Internal Employability: A Study on Indian Public Sector Energy Companies

Authors: Sanjeet Kumar Sameer, Pushpendra Priyadarshi

Abstract: Employees have different job-related needs and preferences. Organizations attempt to capture these variations in the job through traditional job designing process. However, due to ever changing nature of these needs and preferences, job redesigning on continuous basis may not be practically possible for organizations and a mismatch between desired and designed job is bound to be present. Under such circumstances, some employees tend to engage in proactive behaviour known as job crafting in order to fulfil their needs. Job crafting basically involves reshaping of work roles by suitably modifying specific work tasks (task crafting), views and meanings about work (cognitive crafting) and workplace relations (relational crafting). Considering limited research on job crafting in Indian context, the present study has attempted to understand various aspects of job crafting in public sector enterprises (PSEs).

Using conservation of resources, job demands-resources and self-determination theories, the present study explores relationship of three types of job crafting (task, cognitive and relational crafting) with job autonomy and their consequences in the form of enhanced person-job fit and internal employability. Possible role of gender in job crafting process has also been explored as a supplementary analysis.

Cross-sectional study was conducted using survey-based data from 292 full-time executives of five Indian public sector energy companies. Variance based structural equation modelling using WarpPLS 6.0 software was used to test the hypothesized relationships. Multi-group analysis was done to evaluate gender differences on job crafting.

The study found significant positive relationship between (i) job autonomy and task crafting (ii) job crafting (relational & cognitive crafting) and person-job fit (iii) person-job fit and internal employability (iv) three types of job crafting and internal employability. These findings highlight the important role played by job autonomy on task crafting which in turn leads to positive consequences such as enhanced internal employability. The study also indicated gender-based differences in the job crafting process. Female employees are able to utilise autonomy more effectively for task crafting than male employees. Female employees use cognitive crafting more effectively than male employees in order to improve person-job fit and internal employability. They are less inclined to undertake relational crafting than male employees. It negatively affects their internal employability. Considering moderating role of gender, due attention should be paid by the organization while designing jobs and including various job characteristics such as autonomy in it.

Keywords- Job crafting, Autonomy, Employability, Public Sector, India.

2. Title: Networking of Female entrepreneurs

Author: Neeti Jain

Abstract: The present paper evaluates the importance of networking for female entrepreneurs. Entrepreneurs are projected by the society as profit seekers and financial risk takers. These values being perceived to be masculine, reaffirm gender stereotypes and present a risk for female entrepreneurs - potential as well as current.



Young women face difficulties in finding a rewarding job and middle-aged women are less than welcomed to resume their careers. Negative attitude of men towards women entrepreneurs across formal and informal structures has resulted in slow growth of female entrepreneurship. Antagonism towards women as entrepreneurs by society at large has led to polarised development, in terms of gender. Women, therefore, differ in the ways in which they create and manage networks.

The paper is based on both primary and secondary data sources. The study divides female entrepreneurs into two groups - First, engaged in new venture start-ups; and Second, engaged in the development phase of their firm.

Gender initiatives exclusively focus on women rather than engaging men to bridge the gap. It is not just the support that women need - in terms of family responsibilities or opportunities to pursue their ambition - but as guides to administer a business.

A culture that encourages women empowerment shall lead to nurturing female entrepreneurship. Men are found to be quicker and result oriented, meeting deadlines and targets. Women, instead of working on a carrot and stick approach, perform holistically, being considerate to interests of all the parties. Men and women must understand the value of informal sharing of ideas that builds trust and confidence in order to identify leadership qualities.

Keywords– Women Empowerment, Networking, Stereotype, Holistic, Entrepreneurship.

3. Title: Women Empowerment through Unorganised Women Entrepreneurship: Evidences from Delhi-NCR

Author: Dr Sandhya Aggarwal

Abstract: The present paper investigates how women in Delhi-NCR have been empowered by unorganized businesses and whether their objectives of starting these businesses have been fulfilled or not. Further, the paper also focuses on social and financial freedom of women, self-confidence, and utilization of their own talent, self-identity and self-recognition through financial empowerment. Women empowerment relates to the situation where women are free to take their own decisions regarding occupations, jobs, businesses, and investments. These businesses have been considered as unorganized because they are not registered with any local government body or MSME (Micro, Small and Medium Enterprises). NITI Aayog launched a women entrepreneurship platform aimed at providing a vibrant entrepreneurial ecosystem where women do not face gender barriers.

Given this context, the paper focuses on the following two objectives - (i) To investigate various factors, which motivate women for becoming an entrepreneur in an urban area; and (ii) To ascertain the factors of entrepreneurship that empower a women entrepreneur. For the purpose of the present study data was collected from 130 women entrepreneurs through convenience sampling Further, statistical tools such as mean and multiple regression were used for data analysis. The women chosen for the study were well educated and could have easily joint any job outside or they had left their jobs due to marriage or other reasons. Since only married women were chosen as respondents for the present paper, the study becomes more important as it revolves around women who are also struggling with the problem of work life balance.

The analysis showed that financial independence with a mean score of 4.52 was the most important motivation for women entrepreneurs for starting their own business. This was followed by earnings of extra income for family (mean score 4.49); best way to utilize extra time (mean score 4.38); better social status (mean score 4.36); better work life balance (mean 4.33); good income/profits as compared to the efforts done (mean score 4.15); entrepreneurship/work/business is passion (mean score 4.12); Independence in working (mean score 4.10); and entry and exit in the business (mean score of 3.67). Further, the study also measured women empowerment on a five-point interval scale with the help of the statement that 'Do you feel empowered'. Similarly, all the independent variables were also measured with the help of an interval



scale. The results show that out of eight independent variables, five benefits of entrepreneurship, namely financial independence; social recognition and status; importance/better status in the family; financial support to the family; and better self-confidence significantly contribute towards 'women empowerment'. Hence, it may be concluded that women feel empowered because they earn and contribute to their family, which in turn enhances their value in the family. Moreover, they personally also feel better and more confident. However, enhancement in skills and abilities; fulfilment of personal goals of life; and trust in you do not contribute towards women empowerment significantly.

The findings of the present paper suggest that most of the women entrepreneurs started their business for extra income and to utilize their time and skills along with a good work – life balance and social status. Passion for entrepreneurship / work/ business and earning good income / profits as compared to the efforts done are some of the other most important motivational reasons that prompted women to become entrepreneurs. Policies should centre on promoting various levels of formal education and training among informal-sector workers, which are multi- dimensional and more attractive for female employees.

Keywords: Women Entrepreneurs, Unorganized Entrepreneurship, Entrepreneurial Skills

4. Title: Women Empowerment through Home-based Entrepreneurship: A Case Study from Muslim Community

Authors: Safoora Habeeb, Dr. Naseeb Ahmad

Abstract: The status of women in India is no less than a paradox. Every sixth woman of the world resides here and they starkly differ in status and condition among themselves. It remains a country of very high gender inequality index, which is in tremendous need of empowering the weaker sex. In a country where a woman prime minister held vital power over for eleven years; its women are still powerless behind the glass ceiling. Women empowerment through entrepreneurship has always been an area of research interest among scholars and various studies have successfully substantiated the positive linkages of empowerment and emancipation with entrepreneurship. The objective of the present paper is to study women liberation and emancipation along with the work stress as impact of home-based entrepreneurship in beauty salon, tailoring and fashion designing, and tuition services. The flexibility of home-based entrepreneurship to be man and woman of the house at the same time has a definite call of stress in women in charge. The requirement of home-based female entrepreneurs to meet family and business responsibility make them compromise their own leisure space in life. Structured and semi-structured interviews are conducted with 20 home-based women entrepreneurs rendering beauty and boutique services belonging to a Muslim dominated area of Indian national capital of Delhi for the purpose of the study Empowerment and Liberation along with work stress were found to be the major outcomes of women led and women - owned home-based enterprise. Poor ergonomics was reported; specifically in tailoring services that resulted in neck and limbs pains. A change in the mindset of Muslim male was observed due to engagement of women in economic activity. Women reported better positions, respect and role in decision making by being contributor in household expenses of the family. Work stress and health issues were found due to double responsibility of daily chores and business obligation of the same place and time. The stress faced was interrogated and studied.

Key Words: Women Entrepreneurship, Empowerment, Gender, Liberation, Work stress

5. Title: Ease of Doing Business: Indian Women Perspective

Authors: Smita Tejawani, Dr S. Boopathi

Abstract: India jumped 30 positions in terms of "Ease of Doing Business", making it to the 100th rank world over as per the report released by World Bank in 2017. The achievement seems to be great on papers but while looking at the parameters taken into consideration by World Bank, it is imperative to note that one important aspect has been clearly missed by the researchers i.e. Women Entrepreneur.



The present paper attempts to find out the perception of Indian Women Entrepreneurs about doing business in their own capacities and challenges faced by them in their business operations. The methodology adopted in carrying out the research was both qualitative and quantitative in nature. The study was primarily concentrated among women who are carrying out home-based businesses with very little or low investments. The study was conducted between December 2017 to May 2018. Attempt was made to collect primary data from 100 home-based women entrepreneurs who were involved in economic activities using their domestic, inherited and acquired skills and knowledge. Data collected from primary and secondary sources was analyzed in light of the objectives laid down. Primary data was collected through a questionnaire based on Likert's five-point scale. Further, measures of central tendency and standard deviations were used to check the averages of the responses. The paper has also used Factor Analysis technique to lay down concrete factors, which affect growth and prosperity of women entrepreneurs.

Government of India has taken path breaking measure to improve business environment and foster business growth in India. Steps have also been taken up specifically to target and strengthen the role of women in Indian business environment. But, ground level realities state that a lot still remains to be done to reach the potential business acumen of Indian women.

Keywords: Women Entrepreneurs, Ease of Doing Business, Home Based Business, Low Investment Ventures, Challenges of Indian Women.



Chairperson : Dr. Faheem Thaamassat University, Bangkok.

Observer : Mr. Muninder Kumar

Rapporteurs : Ms. Chestha and Mr. Nitin

1. Title: Empowering Women through Entrepreneurship: Problems and Prospects in India

Author: Dr Malvika Singh

Abstract: Development and growth of a nation in every and any dimension, be it economical, political, social or cultural, can be fostered only when women entrepreneurs in the country are empowered. In contemporary times, there is no doubt to assert that women are powerful drivers of development. Developing entrepreneurial skills among women will be a great approach for women empowerment and this would elevate social, economical as well as political status of women. The present paper mainly focuses on the social problems faced by women entrepreneurs and makes some suggestions to overcome the major problems encountered by them, and thereby help to stimulate the healthy growth of women entrepreneurship in India.

“When you empower a man, you empower an individual, when you empower a woman, you empower a nation”. Women empowerment can be said as a process in which women challenge the existing norms and culture, to efficaciously improve their personality, status in the family as well as in the society. Entrepreneurship on a small scale is very often to empower women especially who cannot find the jobs for many such reasons. Given this backdrop, the main objectives of the present paper are – (i) To identify the social problems faced by the women entrepreneurs; (ii) To examine the attitude of the family as well as society towards women entrepreneurship; and (iii) To suggest measures to promote women entrepreneurs. The study is mainly based on primary data collected from 24 respondents based in the two cities of Delhi and Meerut. Further, the paper has also made use of secondary data sources collected from various journals, periodicals, articles, and reports and studies of Government of India. The findings of the study suggest that the gamut of problems faced by the sample of women entrepreneurs range from personal problems; lack of entrepreneurial training; gender-based discrimination; educational, financial and family problems.

Hence, while women comprise nearly half of the entire population of our country, they are not yet fully entitled and enjoying their rights, freedom, equality and other privileges at par with their male counterparts. There are various policies and programs initiated by the government of India to eliminate and eradicate various forms of gender-based disparities existing in our society. And as a consequence of a long-drawn struggle for creating gender equality, today, there has occurred a shift from ‘welfare’ of women to ‘development’ of women to ‘empowerment’ of women to overall ‘human development’.

Keywords: Women Empowerment, Entrepreneurship, Economic Development and Growth, Social and Cultural problems.

2. Title: Women Empowerment and Development in the context of Kerala: With special focus on Kudumbashree initiative

Author: Rashmi Gopi

Abstract: Development as a discourse gained momentum in post-colonial India as a panacea for social, economic and political problems of the nation-state. Every region in India with its past of colonial rule and princely states witnessed diverse dilemmas to address its problems. In this background, Congress party led by Nehru adopted mixed economy pattern to ensure development. For Nehru, development was not only about economic growth but social justice. Therefore, he opened Indian economy to best of socialist



and capitalist practices to reap maximum benefit to the citizens of India.

In this scenario the context of Kerala was similar yet different. Similar in the sense it was also fighting for economic growth as agrarian sector was jeopardized and industrial sector never kicked off. But people of Kerala had high level of rights consciousness and global exposure due to its interaction with traders across the world, engagement of Christian missionaries, call for social reforms amongst lower caste groups, communist movement and forward-looking rulers. Taking advantage of social capital, Kerala witnessed a different trajectory of development. By 1970s it was famously called as Kerala model of development. However, by 1990s this model lost its sheen as poverty and inequality affected people in the state. Unlike other southern states in India, that is, Tamil Nadu, Andhra Pradesh and Karnataka, Kerala failed to capitalize boom in IT sector. Along with this, fall of Soviet Union pushed Communist parties in the state to reinvent and redefine their understanding of politics and development.

In this background when Left Democratic Front (LDF) led by Communist Party of India (Marxist) [CPI (M)] won majority seats in Kerala Legislative Assembly elections in 1996, it was imperative for them to propose a new version of governance. LDF's answer came in the form of decentralization and empowering of local governing bodies. LDF's this vision also introduced a mechanism to empower women through Self-Help Groups (SHGs) and Community Based Organisations (CBOs). Thus, the programme of Kudumbashree (prosperity of the family) was introduced in 1998. Today the programme has 41 lakh members and covers more than 50 per cent of the households in Kerala. Built around three critical components - credit, entrepreneurship and empowerment, the Kudumbashree initiative has tried to address the basic needs of the less privileged women with a vision to provide them a more dignified life and a better future. In recent times Kudumbashree has led initiatives for welfare of destitute in the state, schools for mentally challenged children, awareness against sexual assault on women and children, income generation through eco-friendly means and employment generation through training for driving.

In spite of much adulation and appreciation, there are areas of concern. One of the fundamental questions raised is whether it has reinforced patriarchal notions of femininity, masculinity and empowerment? This paper is an attempt to decode discourses around Kudumbashree and development in this direction. Thus, focusing between and beyond 'empowered women' and 'disempowered women'.

Keywords: Kudumbashree, Empowerment, Femininity, Masculinity.

3. Title: To Explore Changes in the Decision-Making Ability of Rural Women Through the Participation of Self-Help Group

Author: Vandana Vikram Kamthe

Abstract: The twin objectives of the present paper were to – (i) Study if active participation (where active participation is defined as a situation where a particular woman is playing the role of either a group leader, treasurer or a secretary in her self-help group [SHG]) in SHG has an association with developing decision making ability among rural women, and (ii) To find out if the duration of participation in SHG has an association with developing decision making ability among rural women.

The study was an exploratory study for the purpose of which a detailed Questionnaire method was used to study the decision-making pattern of rural women who were members of SHGs run by Jnana Prabodhini from Bhor, Velhe and Haveli Tehsil of Pune District, Maharashtra. With the help of grass root level workers, information for the purpose of the present paper was collected from 100 women.

The study revealed that both—active participation in SHGs and duration of participation has an association with developing decision-making ability among rural women. From a policy perspective, the paper suggests that all the institutes working in the field of SHG should organise such enriching programs along with the financial sphere of SHG because it helps to improve the decision-making ability of the woman participants, which not only influences her own life but also her family and the society positively.

Keywords- Rural, Women, Self Help Group (SHG), Decision Making.



4. Title: 'Umeed Scheme', A Real Hope for Rural Women Empowerment: A Case Study of Kuilgam Village of Jammu and Kashmir

Authors: Bilal Ahmad Dar, Ab Qayoom Shah, Neelofer Habib, Shahid Bashir

Abstract: The present paper attempted to explore the role of Umeed Scheme in fostering empowerment of women in their socio-economic dimensions of life. Further, it tried to determine the level of satisfaction of the scheme's women beneficiaries and also identified major issues and challenges facing these beneficiaries and formulated some valuable suggestions to overcome them. The paper represents a case study based on primary data collected from Kuilgam village of district Kupwara in Jammu & Kashmir. The respondents were active members of Umeed scheme chosen through purposive sampling.

Findings of the data analysis reveal that most of the respondents became economically productive, independent and supportive for their family while participating in the scheme. They were not only able to manage their basic expenses but also raised their standard of living. Even student participants of the scheme were able to easily make their educational expenses and continue their education. Unmarried women were able to collect jewellery for their marriage. About 70 per cent achieved place in family decision making pertaining to matters like selling and buying of household assets, education of children, marriage of the younger ones, performing ceremonies and also about their personal life. The economic strength, experience of outside the home and participation in meetings of SHGs developed self-confidence among them, which helped to take decisions about matters affecting their life, like marriage, child bearing, education, and health. To a large extent, the scheme is performing well in the village, as it has covered a large section of beneficiaries who are proud and quite enthusiastic about it.

Though overall the performance of the scheme in the village has been noteworthy, some respondents have experienced certain issues in terms of obtaining benefits and this needs to be brought to the attention of the authorities for the scheme to achieve its objectives and function properly.

For many beneficiaries the size of the seed capital seems very small, which is insufficient for them to establish well versed businesses to receive a good amount of profit; due to irregular training about the proper use of funds they remain ignorant about new ways and methods for a long; lack of basic infrastructure in the village like favourable roads, electricity, drainage facilities, and buildings is confronting them to establish certain business plants; and many beneficiaries do not enjoy control over utilization of funds provided by the scheme because of interference from their family members who spend it on unproductive works. Hence, based on these it is recommended that the authorities increase the size of capital; organize training events regularly within short periods of time with innovation; provide basic infrastructural facilities; and take steps to ensure appropriate use of valuable funds for the development of beneficiaries as well as for the success of the scheme.

Keywords: Decision-Making, Gender-disparity, Economic-dependency, Empowerment, Inclusive-development and Social-inclusion.

5. Title: Legal Reform and Women Empowerment

Author: Charu S.

Abstract: Legal reformation or judicial activism is the role played by judiciary in ensuring the rights of the citizens. Empowerment gives power to people to question practicing set of norms and policies. India, being a diverse nation has derived many of its laws from various customs. Customs are one of the major and reliable sources of law derivation. Like various parts of personal laws are still uncodified and follow the customs being practiced uniformly by people. In fact, Austin also mentions that customs should not be repealed even if they do not sound reasonable to popular opinion. While various customs are purported to be arbitrary and infringing the very idea on which our Constitution stands, the remedy before us is to use one source of law against the other one i.e., precedents.



Precedents are the methods to reach the outcome of dismantling those customs, which are in practice since time immemorial but, which do not cope or match with the changing source of time. Due to this, there was change in the personal, professional and sociological view point, which resulted in change of law and introduction of new laws. The present paper looks into the relationship between culture and law and how former comes in conflict with the latter. Be it initiation of special laws relating to women to the change in the point of view of the judiciary towards women in respect of personal laws as well as on an individual level. It is important to note that there has been a significant change in the view point of the judiciary towards women for better. This paper is an attempt to discuss various landmark judgments given by the judiciary and various laws in order to bring legal reforms for the betterment of women.

Based on secondary data collected from various sources and individuals' understanding of the subject. The paper is planned with the following objectives: (i) To study the attitude of judiciary towards women with the change of time; (ii) To analyse how customs surpassed women rights; and (iii) To understand how Indian Judiciary brought reforms providing women a safe and better social position. The paper relies on the research methodologies of critical analysis, hermeneutics, and deconstruction.

With the study of various landmark judgments and special and general laws brought into force, it is understood that there has been a significant change in the attitude of the judiciary towards half of the population i.e. women. Various laws have been brought into action, which are problem centric and deal with direct problems such as sexual harassment at work place, for which there was no law but with the help of guidelines, the Honorable Supreme Court of India made sure some action was taken and compelled legislation to frame a set of laws for the same.

Keywords: Legal reforms, Indian Judiciary, women's Rights.

6. Title: Women Entrepreneurship in Agro-Based units in Varanasi

Authors: Anuj Gupta, Akhilesh Kumar, Dr A.K. Mishra

Abstract: In this e-era, the country has moved towards digital signature but women are still tracing their very existence in the field of entrepreneurship. The focus of the present study is on the women entrepreneurs of the agro-based units in Varanasi. Primary data was collected for the study from 42 respondents (73 per cent of total through the schedule method using five rating Likert's scale. The two hypotheses framed for the study were - (i) No significant relationship between the problems faced by the units; and (ii) No significant difference between the problems faced by units operating intra and inter-city. Both the hypothesis stood rejected. The data was reliable (Cronbach's alpha = 0.802) but not normal (Shapiro-Wilk test's p-value < 0.05), therefore, Mann Whitney U-test was used which also got rejected (two out of three sub-hypothesis).

It is inferred from the analysis that huge problem was faced by the units' operating inter-city related to finance and marketing. While the three major variables viz. finance, marketing and HR & production were also significantly correlated (two out of three variables). The problems should be tackled using focused strategic up-lift. Training and development institutes must be started especially for women entrepreneurs in Varanasi city, which should be timely updated with routine workshops and exhibitions. The need of export houses also became prominent when problems related to export potentiality were analysed. Financial issues could be removed un-relented using the banking institutes properly. Marketing issues are obliged to be huge as they depend upon market survey and research, which requires patience and precision.

Keyword: Women Entrepreneurship, Rating-Scale, Potentiality, Un-relented, Precision.



Chairperson : **Ms.Indira Panta**
ICA-AP, Nepal

Observer : Ms. Himani Dhaiya

Rappeuters : Ms. Chestha Kapuria

1. Title: **Breaking the Glass Ceiling**

Author: Shikha Bhakri

Abstract: We have enough data to show how women are under-represented in the top management of companies. Not only is this situation evident globally, but it turns out to be more gruesome in the Indian context. According to a global survey conducted by Grant Thornton, India continues to rank third lowest for the past 3 years in the proportion of business leadership roles held by women. Although the entry of women in the workforce has increased significantly, the entry of women in the top management is still bleak.

“Glass ceiling” is an invisible barrier that prevents the entry of women in the top management. This ceiling can comprise of a number of social, economic, cultural and psychological factors. India ranks the third lowest in the proportion of business leadership roles held by women (Grant Thornton). According to the survey, only 17% of senior roles are held by women in India. The seriousness of the situation can be reflected after the survey concluded that 41% of the Indian businesses have no women in leadership roles. The aim of this paper is to identify the reasons as to why women fail to break the glass ceiling in spite of having a greater representation in the workforce. The paper looks into factors such as stereotyping leadership roles, external reactions, internal reactions, cultural factors, psychological barriers, etc. The paper also provides an outline of the steps that companies must follow in order to ensure gender-balanced company. The broad steps are as follows: (i) Audit, (ii) Awareness, (iii) Alignment, and (iv) Sustain.

The data used in this research is secondary data collected from the data of the Fortune 1000 or Global 500 companies. Apart from this, papers and reports from journals are used to identify the reasons that keep women away from entering the top management. A watch was kept on the performance of companies for a period of 3 years after a women CEO has taken over. The method used to assess the performance of the companies is by calculating the average firm return on assets. The average firm ROA is calculated by dividing the net income of the company by total assets of the company.

By keeping the women executives away from the top management of the company, the male managers are depriving the company of the potential new outlook that a female manager can bring, which is perhaps the need of the hour. Surveys also show how differently women approach towards risk and challenges, thereby challenging the stereotypical male leadership qualities. The benefits and growth of a gender balanced company cannot be overlooked in the long run, thereby, stressing the importance of representation of women in the top management.

Keywords: Glass Ceiling, Top Management, Gender-Balanced Firm, Invisible Barrier, Women Executive.

2. Title: **Empowering Single Rural Women, The Most Vulnerable Segment of the Society**

Author: Suvarna Sunil Gokhale

Abstract: ‘Single woman’ means a woman without a husband. She may be a divorced, deserted or widowed woman with or without children. Condition of a single woman in rural India is most tragic, as per the own experience of the author. She faces many peculiar hardships, yet feels so insecure that she cannot even frankly disclose those with her ‘own’ family. Moreover, many of them are not even ‘visible’ to the



government or voluntary institutions, such as having their names on the ration card. Hence, they are badly dependent on the 'mercy' of relatives and so are exploited as free labour. We established rapport with them through our micro-credit group network and have recently started addressing their severe problems.

With this backdrop, the objectives of the present paper were as follows: (i) To identify single women from 25 villages in Velhe block of Pune district; (ii) To form their network/support group under the umbrella of Jnana Prabodhini, Pune, a leading NGO in Maharashtra; and (iii) To leverage present self-help group network to enrol 50 per cent of single women each from at least 10 villages of Velhe block in various government schemes for single women. In this action research, the micro-credit volunteers initially visited various villages and identified single women with the help of Village Anganwadi workers. Then get-togethers at the block level were organized to discuss the specific problems and issues they faced. The areas where they needed help most urgently were prioritized. Individual sessions were conducted to discuss various govt. schemes applicable to them. A help desk facility at block level was established to get the necessary forms filled by them and help was offered to them to submit the forms to respective government offices.

Around 40 villages were visited and single women in those villages were identified. Three gatherings of these women were organized with a total enrolment of 250 single women. Though the initial plan involved working with 50 Single women, due to the strong network **and** their desperate condition, more than 250 single women could be contacted for implementation. It was observed that their problems were even more severe than the initial assumptions. For example, they don't have any asset on their name and no assured income. We found that they lack courage to fight the society because they have no support base. It was noted that they wanted help but without being directly identified or located by the government system.

After initial meetings, through the network provided, in all 84 Single women applied to various government schemes; 34 became beneficiary of Sanjay Gandhi Niradhaar Yojana or Shravanbal Yojana that is paying them 600/- per month. Eight of them got one-time family insurance worth Rs. 20,000/- applicable to BPL families. And others are in the pipeline. They have reported to us that when they could simply get together and discuss their problems with others like them, their mental stress was reduced to a considerable extent.

Keywords: Rural, Single Women, Government. Scheme, Self Help Network.

3. Title: Empowering Women in Agriculture: Cross Cultural Contexts

Author: Ameeta Motwani

Abstract: A large number of researchers have researched the problems of agriculture in India but there is relatively very little work on the role of women in Indian agriculture. This paper presents some of the findings of a research study 'Agrarian Crisis and Women from the Marginalised Communities' which are relevant for empowering women engaged in Indian agriculture. The study on which this paper is based intends to capture the ground realities through first-hand observations made through primary survey from four villages in each of the three states: Punjab, Rajasthan and Telangana. Twenty five households from each village were contacted for the collection of required information. The field investigation was carried out with the help of a detailed questionnaire through the method of personal interview which was supplemented with meetings and discussions with groups of village men and women as well as panchayat members and village elders.

The findings from the survey bring out the differences among the three states (reflecting the differences in cultural norms) in terms of land ownership by women, their participation in various agricultural activities as well as agricultural and household decisions.

While patriarchal norms in Punjab (and to a large extent in Rajasthan too) deny ownership of land in women's name, the situation is quite different in Telangana where women's ownership of land is almost similar to that of men.



Similarly, though women participate in agricultural activities like preparation of crop, sowing, cultivating and taking care of crops and sometimes contribute more than men in some cases, they have little say in selection of seeds, fertilisers and in marketing of produce in patriarchal Punjab. In Rajasthan too, women are mostly engaged in agricultural operations such as harvesting, preparation of field, irrigation, storage and sowing and less engaged in agricultural operations such as fertilizer/pesticide usage, sale of output and hiring of labour. In Telangana however, most agricultural decisions were reported to be taken jointly by men and women.

The empowerment of women begins with their role in decision making in household matters. Respect for women's advice/opinion on household matters namely advice on education of children, advice on health care, advice on family planning, advice on sources of income and expenditure etc. are a precursor to their advice on agricultural matters being taken seriously.

Key Words: Women, Agriculture, Punjab, Rajasthan, Telangana.

4. Title: Married Women in Urban Workforce in India: Insights from NSSO Data

Author: Jyoti Thakur

Abstract: Women's participation in work is an indicator of their status in a society. Paid work offers more opportunities for women's agency, mobility and empowerment, and it usually leads to greater social recognition of the work that women do, whether paid or unpaid. However, in India, despite high economic growth, high female education levels and declining fertility rates, conditions which have translated into more female entering into labour force in many countries, the proportion of female participating in labour market is declining every year. The labour force participation rate for women of working age has declined from 42 percent in 1993-94 to 27 percent in 2011-12 (NSS, 2014). Gap between the rate of labour force participation among male and female is high (UNDP, 2016) due to which on gender inequality index (GII) India ranks 125 out of 148 countries. This unprecedented and puzzling drop in women's participation in the workforce, especially at a time when India's economy has grown at a steady pace, has caught the imagination of various scholars. Various studies have pointed that reasons behind this decline could be marriage, motherhood, vexed gender relations and biases, and patriarchy, enrollment into education, increased family income etc.

In Indian society, the institution of marriage and household dominate the life of women. After marriage, the primary role of a woman is to be subservient to the needs of the family members. Traditionally, it was not considered appropriate for middle and upper income married women to take up a job and inferior status was accorded to working women as generally they belonged to lower castes and worked in less prestigious occupations (Rao & Rao, 1982). The same is reflected in the trends observed by various recent studies. For example, the labour force participation is highest among ST women followed by SC, OBC and general caste women (Andres et al 2007). In recent times, demographic group of married women has become highly conspicuous among working age (15-64 age) female population in India. Census reveals that 80 percent of female in this working group bracket are married. However, the Labour force participation among married women has decreased from 49.2 percent 1993-94 to 38.4 percent in 2011-12 rural areas and from 22.8 percent in 1993-94 to 20 percent in 2011-12 urban areas (Andres et al., 2017).

This paper uses nationally representative cross-sectional data from three rounds of India's NSS to highlight the levels, trends and pattern related to the participation of married women in workforce of India.

Keywords: Married Women, Urban Workforce, Gender Inequality Index.



5. Title: Are Women Financially Capable? – A Study on Women belonging to BPL Households in Kottayam District

Authors: Dr. Mini Joseph, Aryasree M

Abstract: Financial capability is increasingly becoming a priority for policymakers in both high income and emerging economies, as it is recognized as contributing to financial stability, financial inclusion, and to the effective functioning of financial markets. Financial capability is defined as ‘the combination of knowledge, skills, attitudes, and behaviours a person needs to make sound financial decisions that support well-being. Improving financial capability has thus, emerged as a strategic policy objective that compliments government’s financial inclusion and consumer protection agendas. Financial capability has an important role in the development of communities. Efforts to strengthen financial capability in low-income households especially women can build on these time-honoured financial survival strategies. In the current scenario, Kerala is having the best working conditions and highest wages in both organized and unorganized sectors compared to other states in India. The state of Kerala has long been of interest to development researchers as its level of social development is much higher than that of its economic development. Policy and regulatory changes are required to build financial capability of women in low-income households.

The present study aims to evaluate and assess the financial capability of women belonging to BPL households. Women are considered as vulnerable groups in the society. They are more concerned about the future finances and managing money hence, they need to be financially capable “You can tell the condition of a Nation by looking at the status of its Women.” India’s first Prime Minister Jawaharlal Nehru quoted this. Even though India is moving away from the male dominated culture, discrimination is still highly visible in rural as well as in urban areas, through every strata of society. Financial Capability can empower women to develop a financial identity even with their household savings, and help them get access to formal credit for gainful occupation, giving them economic freedom and power.

The study is based on primary data collected from women belonging to BPL households in Kottayam district based on a pre-structured questionnaire. 200 sample respondents were conveniently selected for the present study. Various statistical tools were used to measure the reliability and the validity of statements and data analysis was done through SPSS. The reliability of Financial Capability scale was measured using Cronbach’s Coefficient alpha. The overall coefficient alpha for the scale is 0.802, which is above 0.7, the threshold suggested by Nunnally (1978). The correlation among the components of Financial Capability ranges from 0.323 to 0.838, which is above the minimum standard of 0.3 and the Financial Capability measurement model fits the data well.

The study proves that education is not a determinant factor for capability. It depends upon the attitudes and behaviours of individuals. Participation in SHG programme is a highly influential factor for building financial capability towards a path to women empowerment. Women empowerment is necessary at all stages of development in an economy. So, building financial capability is a factor towards empowering women. The scope of capability and empowerment is very high so further researches can be made in the area.

Keywords: Financial Capability, Financial Inclusion, Women Empowerment and SHG’s.

6. Title: Analysis of Emoji Usage in Interpersonal Communication of WhatsApp users in Delhi-NCR

Authors: Jasmine

Abstract: Emojis today have redefined the way the users communicate over the Internet. More than 90% of WhatsApp population now incorporates emojis into their texts. With paucity of time and instant modes of communication available, emojis are evolving with each passing day. Widely popular for expressing moods, emotions and nuances in messages, they have become an innate part of our written



communication.

There are three fold objectives of this study, i.e., firstly, not only to understand the difference between emoticons and emojis w.r.t. their application but also to identify the actual and the perceived sentiments and emotions associated with WhatsApp and emojis across various age groups along with their usage amongst different genders. The findings shall be based upon the primary data collected and analysed in the form of questionnaire to be sent to various age groups of people living in Delhi-NCR.

Keywords- Emojis, Emoticon, Social Media, Whatsapp.

7. **Title: Leveraging Technology and Unleashing Innovations to Drive Women Empowerment: A Case Study Approach to Achieving Gender Equality**

Authors: Devashish Chandra, Tanushree Chandra

Abstract: Technology, innovation and women's empowerment are quintessential elements of social and economic development. However, pursuing either of these goals in isolation is unlikely to yield any significant outcomes. Given the complex and multi-dimensional nature of socio-economic development, adopting an approach that integrates and synergizes these three elements is the need of the hour.

When brainstorming the initiatives for promotion of gender equality, innovation and technological development are unlikely to come out as top of mind drivers of women empowerment. However, the connection of innovation and technology with empowerment of women runs deeper than appears. All the three endeavours underlie the Millennium Development Goals (MDGs) of the United Nations. Furthermore, each of them warrants out-of-the box thinking to shatter existing stereotypes. Each initiative, whether implemented individually or through an integrated approach has the potential to disrupt society and set the wheels of change into motion.

The primary objective of this study is to understand how innovations have empowered women and helped in achieving gender equality. We examine 7 path-breaking innovations spanning 5 domains that have re-defined women's role in society. The domains considered were as follows: Health; Education; Financial Independence; Women's Safety; and Leadership.

For our analysis, we constructed a model to evaluate and rank a host of innovations that have significantly influenced the lives of women all over the world. We ranked innovations on 3 criteria: (i) Originality (whether such an innovation or a close-substitutes already exists); (ii) Severity of the problem it solves; and (iii) Diffusion and adoption (Number of women it helped till date)

Post analyzing a wide range of innovations, we narrowed our study down to 7 innovations which (according to our model) had the most powerful impact. A remarkable result of our study reveals that innovations such as the oral contraceptive pill, e-wallets, cell phones and Twitter are just as important, if not more, for women empowerment as voting rights or the demand for equal wages.

On evaluating these ten ground breaking innovations from the prism of women empowerment, we identified the attributes common to these innovations. This helped us in building the link that connects technology and innovation with women empowerment and gender equality. This link will evolve constantly with a lot of overlaps running back and forth. However, if successfully harnessed, it will drive women empowerment in the years to come.

Many a time, women empowerment may not even be the explicit objective or agenda of an innovation. However, our study highlights that there are certain innovations that act as powerful triggers unleashing tidal waves of change for women all over the world. Our study brings to light the potential of innovation to shatter barriers to women empowerment in developing countries and emphasizes the importance of leveraging innovation and technology to enable women to realize their true potential and attain their rightful position in society.

Keywords: Gender Equality, Technology, Millennium Development Goals.



- Chairperson : **Prof. Ganga Wadhawkar**
University of Wisconsin, USA
- Observer : Mr. Muninder Kumar (Assistant Professor, SRCC)
- Rapporteurs : Ms. Sanchita

1. Title: Development of Linkages between Women Empowerment and Economic Prosperity through Interpretive Structure Modelling

Authors: Gaurav Rana, Neeti Nagar

Abstract: Empowerment of women refers to the creation of an ecosystem where women can exercise their social, economic, political and judicial rights. This paper begins from the understanding that women's empowerment is about the process by which those who have been denied the ability to make strategic life choices acquire such an ability. With more and more women being educated, confident, self-reliant, skilled, competent enough to give tough competition to their male counterparts in management sectors. But sadly, despite all the existing legal provision women are still struggling more than ever to reach the top positions and this has been labelled as glass ceiling. Women empowerment is a culture wherein women are involved in decision making in various fields affecting them directly or indirectly and thus, improve their socio-economic status. The purpose of this paper is to examine the role of women empowerment in providing economic prosperity at regional levels. For this purpose, we have utilized the TISM model for development of Hierarchical relationship among factors identified. TISM is the extension of ISM, which includes the cause of the relationship and hence is able to answer the question how one variable is affecting the others, which was lacking in ISM. For developing a TISM, firstly one needs to identify the variables or elements and then develop a questionnaire, which asks how the variables are being influenced by each other. This model helped us to understand the situations and problems associated to India as whole, which further got improved and rectified by utilizing flowing stream strategy. In flowing stream strategy, we have identified Change and Continuity Forces, these factors will be further categorized through VDB analysis (Vital, Desirable and Burden) and HML impact analysis (High, medium and Low Impact), which will give us insight for the future strategic development of women empowerment through Change - Continuity matrix and formulation of strategic landscape, which further can be translated into policy framework for empowering women.

Keyword: Women Empowerment, Economic Prosperity, TISM, Linkages

2. Title: Gender Development in India – A View of Human Development Indices and Gender Development Indices

Authors: Aditi Soni, Dr Sanjay Kumar Patel

Abstract: Earlier research shows that gender discrimination has always been in favour of men and against women in many spheres. India is country where gender discrimination is observed against women in all the realms. Gender inequality in India refers to inequality in terms of health, education, economic and political participation. World Economic Forum has ranked India 115 out of 135 countries in terms of gender development. Fundamental categories considered for gender development- Economic participation, Educational attainment, Health, Survival and Political environment. The present research paper is an attempt to study Human Development Indices and Gender Development Indices with reference to India and give an outlook on present picture of Gender development in India.

Keywords: Human Development Index, Gender Development, India, Sustainability



3. Title: Exploitation of Women's Labor in Agarbatti Industries and the Need for Legal Reforms and Policy Change

Author: Tabassum Sultana

Abstract: Women constitute the largest segment of India's unorganized workforce. According to National Council for Applied Economic Research (NCAER, 2009) almost 97 percent female workers are involved in the unorganized or informal sector. They are from the poorest rural households and very often from scheduled, backward, minority and tribal castes. The incense industry is one such labor-intensive industry where each incense stick is being handcrafted, predominantly by women workers. Although, this industry has lately found a lot of recognition as a way to cater to women's empowerment, what has conveniently been in the hindsight is the kind of exploitation (physical, economic and social) that these women face in the labor market when the economic compulsions force them to supplement the meagre family earnings. The primary objectives of the paper is to examine the profile, type and nature of work undertaken by women Agarbatti workers and to analyze the main challenges faced by women workers including unsafe working environment, health hazards and underpaid wages. This paper will also focus on the need for legal reforms and policy changes required in providing the workforce with the most basic of rights to prevent their exploitation. This includes recognition of the informal sector employees as official workers, minimum wage legislations, and social security benefits associated with work, and registration of minor business units for the legal providence of labor laws. A descriptive qualitative approach has been used for the study. The main aim is to bring to light the arduous issues that these women workers face in this so-called empowering industry.

Keywords: Incense Industry; Exploitation of Women; Working Environment; Labor Laws; Informal Sectors

4. Title: Labour Market and Gender Segregation in the Scandinavian Countries: Women in Academia

Author: Lakshita Bhagat

Abstract: Denmark, Sweden and Norway combined are referred to as Scandinavian countries. These countries along with Iceland and Finland hold unrivalled records of gender equality in terms of reducing gap between men and women towards educational attainment, health and survival, political empowerment, economic participation and opportunity. This view could be confirmed by the successive Global Gender Gap Reports by the World Economic Forum, where the Scandinavian countries put up an impressive show by acquiring several of the top positions. These countries have appeared as special cases and mentions in matters of gender equality, both with regard to their women-friendly welfare policies and women's participation and integration in politics, in public sphere and the labour market.

However, whether it is developed, developing or under developed countries some phenomena are all pervasive. In this case, it is the gender segregated nature of labour market, the difference being the degree or extent of segregation. Usually the line of reasoning has been to associate high gender segregation with gender inequality but this argument found its limitations in the face of Scandinavian countries, where findings have deciphered high gender segregation of labour market sustaining simultaneously with high level of gender equality, something for which these countries are renowned world over. The objective of the present study is to understand these dynamics or to say puzzle represented by Scandinavian countries with a focus on women in academia. To examine the above conundrums the present paper follows deductive research method.

The sources of the study include both primary and secondary data. Primary data comprises of official documents, national statistics, a country's action plans and reports from various international organisations, such as the World Economic Forum, the United Nations and The Economist. Secondary



data set consists of books, web articles, journals etc. The broad outcomes of the paper highlights that fact of gender segregated nature of Scandinavian labour market, while what remains inconclusive is whether gender segregated labour markets are an outcome of gender inequality. Research in the context of labour market and academia on women of colour, sexual minorities, migrant women etc. would be enlightening and make this body of literature richer. Also studying men in academia will complement the research as women do not exist in a vacuum and gender is not a synonym of women.

Keywords: Academia, Gender, Gender Segregation, Labour market, Scandinavia

5. Title: Impact of Foreign Direct Investment on Women Empowerment

Author: Dr. Chanchal Chopra

Abstract: Women empowerment is a key factor for sustainable economic growth, social development and environmental sustainability. It is only by providing equal opportunities to women and men that a sustainable path of development can be achieved. This paper assesses the impact of foreign direct investment on women empowerment. It is hypothesized that foreign direct investment, through more resources, increased labour demand, technology know how and their spillover effects and enhanced corporate governance initiative can influence women empowerment positively. In the present paper, women empowerment index (WEI) has been constructed to measure women empowerment on the basis of scores provided by World Bank for seven indicators: accessing institutions, using property rights, getting a job, providing incentive to work, going to court, building credit, protecting women from violence. Using panel data set for 132 countries for the period 2016 to 2018, the study focuses on key legal and regulatory areas, which are directly controlled by policy makers. There are many other factors, which influence women's economic opportunities like educational levels and social and cultural norms. They have not been captured by the data. This is the limitation of the study.

The data with respect to the main explanatory variable foreign direct investment inflows has been collected from UNCTAD's World Investment Report. The data with respect to other control variables: openness of trade, GDP growth rate, government expenditure as a percentage of GDP and women labour force as percentage of total labour force have been collected from World Development Indicators. Fixed effect regression has been used to study the impact of foreign direct investment on women empowerment.

The paper shows that FDI inflows are positively associated with women empowerment. Thus, FDI inflows increase women's welfare. It is suggested that FDI inflows can help the governments enhance gender development and equality through more demand for women labour force and gender equal norms through corporate social responsibility initiative. FDI inflows are positively correlated with all the variables that make up the Women Empowerment Index also. This shows that as the government's resources as well as those of transnational corporations and majority owned foreign firms increase, with more of FDI inflows, more opportunities can be provided for women to access institutions, use property rights, getting a job, getting incentives to work, going to court, building credit and getting protection from violence. Therefore, countries should not only promote foreign investments, but also create more corporate social responsibility initiative at workplace. All the countries should take good steps to make available all the resources to women to fully benefit from FDI and its spillover effects.

Keywords: Foreign Direct Investment, Women Empowerment, Gender Disparity, Growth Labour Market.



6. New media and mobile technology enabler of women empowerment in digital world:

Author: Ramendra Nath Verma

Abstract: New media and mobile technology has become the most important tool of society to spread awareness about different fields because it has the potential to cover large population. To discuss women empowerment it is necessary to deal with the present situation of women in India. This research paper would briefly discuss certain key aspects related to the women which media should adequately cover and facilitate the process of empowerment of women. We cannot ignore its supportive presence in the process of Women Empowerment. In this paper the role of digital technology new media in women empowerment will also be discussed. It will also describe how media can accelerate the process of women empowerment by making people aware about different social issues and factors as: gender inequality, crime against women, women health, decline sex ratio, women education etc.

There has been a change in the media landscape over the past decade with social media outlets such as blogs, online discussion forums, and online communities now supplementing traditional media outlets such as newspapers, magazines, and television programs. New media is becoming an agent of change. It is changing the way information is communicated to and from people around the world. Its use is increasing day by day with high rate in all over the world. Social media has proven potential for mobilising attention and accountability to women's rights, and challenging discrimination and stereotypes. It has proved to be a powerful vehicle for bringing women's rights issues to the attention of a wider public, galvanising action on the streets of cities around the world and encouraging policy makers to step up commitments to gender equality. The paper is an attempt to study how social media is contributing to women empowerment based on secondary data. The paper likes to conclude that though social media is contributing to women empowerment but there is virtual gender gap due to lack of literacy, cybercrime, cyberbullying, etc. and women are not able to fully utilize the new space.

Keywords: media, digital technology, social media, women empowerment



Chairpersons of Technical Sessions



Dr. Sanjida Habib from
University of British Columbia, **Canada**



Prof. Ganga Vadivakar from
University of Wisconsin, **U.S.A**



Prof. Jennifer Grafton from
Melbourne University, **Australia**



Ms. Indira Panta from
International Cooperative Alliance, **Nepal**



Dr. Mohd. Faheem from
Thamassat University, **Thailand**



Sanghmitra Acharya from
Jawaharlal Nehru University, **India**





Dr. Amrita Bajaj from
Shaheed Bhagat Singh College, **New Delhi**



Prof. Pearl Malhotra from
Indian Institute of Management, **Bangalore**



Dr. Sahiba Hussain
Sociologist, **India**



Dr. Babli Moitra Saraf from
Indraprastha College for Women, **New Delhi**



Dr. Archana Thakur from
University of Grant Commission, **India**



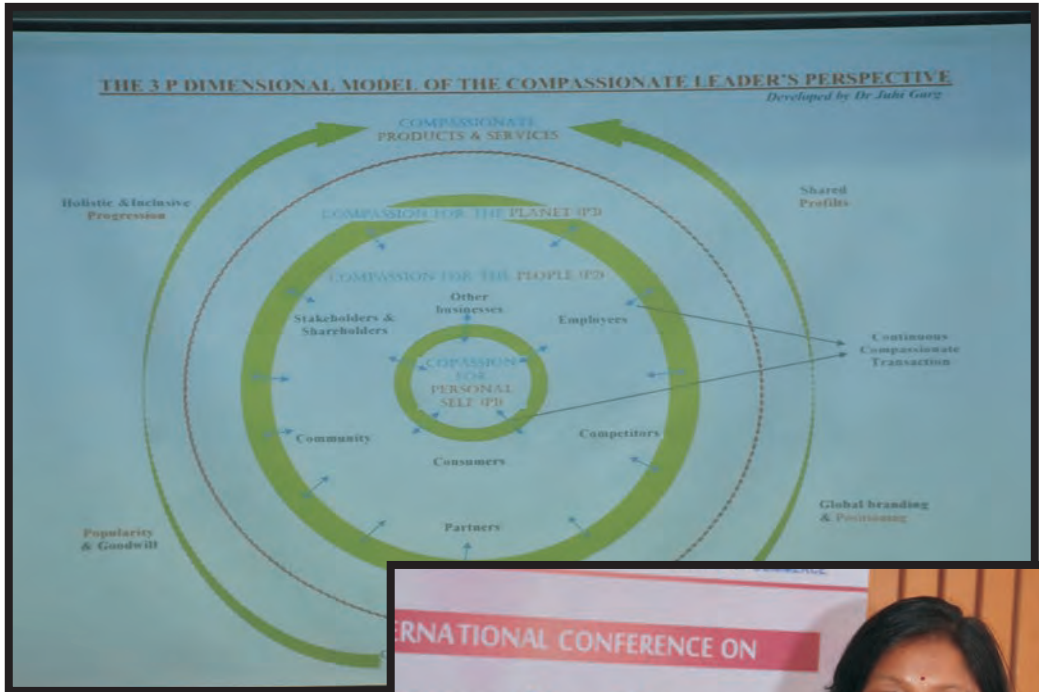
Dr. Mallika Kumar from
Shri Ram College of Commerce, **New Delhi**

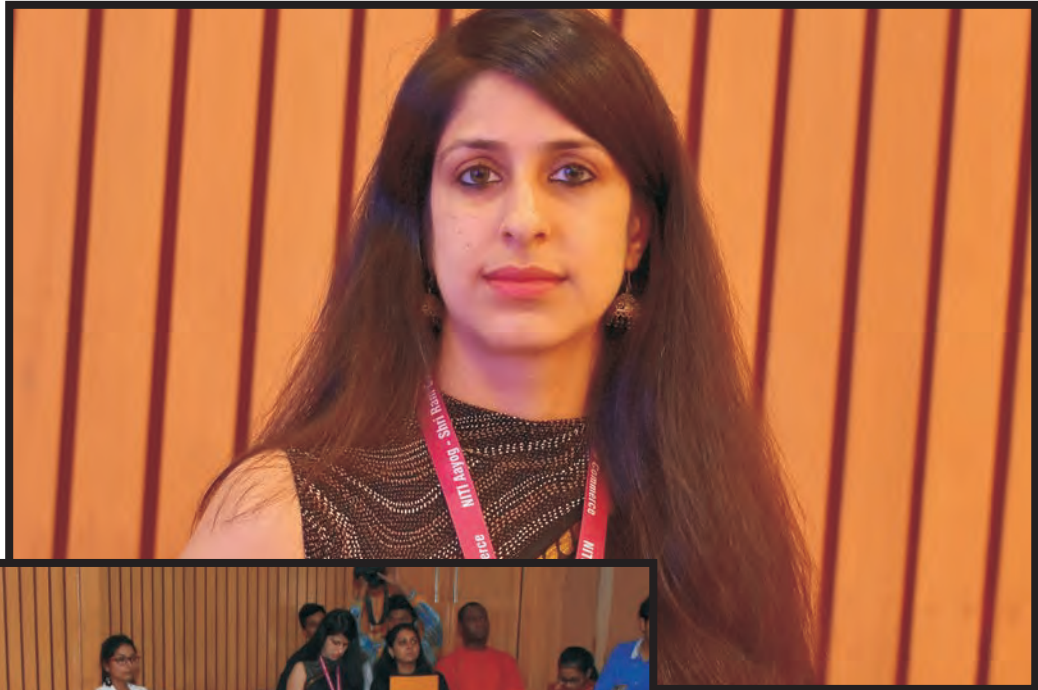




*Glimpses of
Technical Session*































*Valedictory
Session*

Valedictory Session

The Valedictory session was presided by the Ambassador of Finland to India, Nina Vaskunlahti. The other distinguished guests were Shri Yuduendra Mathur, Additional Secretary, Niti Aayog and Namita Thapar, CFO, Emcure Pharmaceuticals Ltd. Prof. Simrit Kaur, Principal SRCC welcomed the guest with flowers. Ms. Anna Roy, Advisor, Niti Aayog gave the concluding remarks, briefing about Niti Aayog's Women Entrepreneurship Platform. Dr. Mallika Kumar, Coordinator, Office of International Programmes & Conference Convener delivered the vote of thanks expressing gratitude to one and all.


















**PROFILES OF
SPEAKERS, PANELISTS, CHAIRPERSONS,
ACADEMIC REVIEW COMMITTEE,
AUTHORS AND THE CONFERENCE TEAM**



MUPPAVARAPU VENKAI AH NAIDU

A student leader and a vociferous orator, Mupparapu Venkaiah Naidu is prominent personality in the Indian politics. He is the Vice President of India. He has been interested in politics since childhood. The plight of the common man, poor and the downtrodden are very well understood by Shri Naidu. He has worked hard for the people of his community and launched several schemes and a social service organization “Swarna Bharath Trust” to serve the poor and the down trodden of his home town Nellore. He works poignantly for the concerns of the common man, since his lower class family root enables him to empathies with the common man. Shri Venkaiah Naidu’s interest in politics is unsurpassable. He was interested in politics since childhood. He attended V.R. High School, Nellore. He pursued Bachelor’s degree in politics and diplomatic studies from V.R. College. From Andhra University College of Law, Visakhapatnam, Shri Naidu later on acquired a Bachelor’s degree in law with specialization in International Law. Being a vociferous orator he joined the BJP in his college days and was a swayamsevak in Rashtriya Swayamsevak Sangh. Shri Naidu is an avid reader and has published several articles in public and political interests. He has even authored a book titled Aluperugani Galam, Viraamamerugani Payanam.



AMITABH KANT

Mr. Amitabh Kant is presently CEO of National Institution for Transforming India (NITI). He is a member of the Indian Administrative Service, IAS (Kerala Cadre: 1980 batch). He is the author of Branding India - An Incredible Story. Mr. Kant has been a key driver of the “Make in India”, “Startup India”, “Incredible India” and God’s Own Country” initiatives that positioned India and Kerala State as leading manufacturing and tourism destinations. These campaigns have won several international awards and embraced a host of activities – infrastructure development, product enhancement, private-public partnership and positioning and branding based on extensive market research. Mr. Kant also conceptualized the “Atithi Devo Bhavah” – “Guest is God” campaign to train Taxi Drivers, Guides, immigration officials and make them stake holders in the tourism development process. Mr. Amitabh Kant was also the National Project Director of the Rural Tourism Project of UNDP which made a paradigm shift in spreading tourism to Indian villages which had core-competency in handicrafts, handloom and culture. He graduated in Economics (Hons.) from St. Stephen’s College, Delhi and earned an M.A. from Jawaharlal Nehru University. He attended Manchester Business School on a Chevening Scholarship. He attended the Mid-career Program of Harvard University, John F. Kennedy School of Government, and Indian Institute of Management, Ahmedabad.



KIRAN BEDI

Kiran Bedi is known as the audacious woman who became the first woman to become an IPS officer of India in 1972. During her tenure as IPS officer she is the one to hold the position of the Director General at the Bureau of Police Research and Development. Not that she stopped her endeavour to work further but she has worked actively as a social activist and had also played a significant role in the Anna Hazare movement that called forth an anti-corruption movement and the Jan Lok Pal Bill. In the year 1994, she also became winner of the Magsaysay Award. After retiring from the Indian Police services in the year 2007, she became a part of



the Politics. She joined the Bharatiya Janata Party in 2015 and was further became the chief ministerial candidate of the Delhi assembly elections of 2015. She is currently serving as the Lieutenant Governor of Puducherry (Union Territory). She earned a degree in law from Delhi University in 1998 from the faculty of Law which she completed while serving as an IPS officer. She also earned her doctorate from the department of Social Science from IIT Delhi.

PANELISTS



HARINDER SIDHU

Australian High Commissioner to India

Harinder Sidhu has held the post of Australia's High Commissioner to India since February 2016. She also holds non-resident accreditation to the Kingdom of Bhutan. Ms Sidhu brings over 30 years' experience in government. She began her career as a diplomat with the Department of Foreign Affairs and Trade. Before her appointment to India, she served as head of the Department's Multilateral Policy Division with responsibility for Australia's relationships with the UN and UN agencies, the UN Security Council and the Commonwealth. Ms Sidhu has served overseas at Australian Embassies in Damascus and Moscow, and was also posted to Cairo where she studied the Arabic language. She holds degrees in Economics and Law from the University of Sydney



DEBJANI GHOSH

President NASSCOM

Debjani Ghosh is the 5th President of The National Association of Software & Services Companies (NASSCOM), who took office on the 2nd of April 2018. A veteran of the technology industry, and a staunch champion of gender diversity in corporate India, Debjani was the first woman to lead Intel India, Manufacturers' Association for Information Technology (MAIT), and now NASSCOM. Over her illustrious career spanning over two decades, she held diverse leadership roles across geographies in South and Southeast Asia at Intel. Debjani holds a bachelor's degree in political science from Osmania University in Hyderabad, and an MBA in marketing from S.P. Jain Institute of Management and Research in Mumbai.



NAINA LAL KIDWAI

Chairperson Max Financial Services, Mumbai

Ms. Naina Lal Kidwai is an independent director, Max Financial Services and Senior Advisor, Advent Private Equity. She is also a Non-Executive Director on the boards of Nestle SA and CIPLA Ltd and has been Past President of FICCI (Federation of Indian Chambers of Commerce & Industry). She retired on December 2015 as Executive Director on the board of HSBC Asia Pacific and Chairman HSBC India. She is Chairman of the Harvard Business School, South Asia Board. An MBA from Harvard Business School, she makes a regular appearance on listings by Fortune since 2002 and others of international women in business. She has received many awards and honors in India and was awarded the Padma Shri, for her contribution to Trade & Industry, from the Government of India in 2007. She is one of India's representatives on the BRICs Business Council and India Malaysia CEO Forum, and is on the Governing Boards of the National Council of Applied Economic Research and ICRIER and also a member of Rajasthan Chief Minister's Advisory Council.





HANNE MELDGAARD

Hanne Meldgaard, Charge d' Affaires A.I., Norway Embassy – She is an ambassador from India to Norway.



NINA VASKUNLAHTI

Finland Ambassador to India

Nina Vaskunlahti is a Finnish diplomat. She has been the Finnish Ambassador to New Delhi since 2016. Prior to that, she was a Finnish Ambassador to Ankara between 2012 and 2016. She started working with the Ministry for Foreign Affairs in 1984. Ms. Vaskunlahti has worked as a department head at the East Department of the Ministry for Foreign Affairs and as a Coreper I Ambassador at the Permanent Representation of Finland to the EU.



K.V.RAJAN

Ex Ambassador Nepal

He is an ambassador from India to Nepal.



YADUVENDRA MATHUR

Additional Secretary, NITI Aayog

He is the Chairman & MD of Rajasthan Financial Corporation, Principal Secretary of Finance Budget, Government of Rajasthan, Principal Secretary Planning Chairman, Rajasthan Electricity Generation Company (RVUN) and Secretary Energy.



KANTA SINGH

Gender Focal Point and State Project Head, UNDP.

Development professional with over 20 years of multicultural experience in the management of pro-poor, pro-women development programmes in organizations such as the United Nations Development Programme (UNDP), Women Power Connect (WPC), International Foundation for Electoral Systems (IFES), Women in Sustainable Enterprises (WISE) and Center for Social Research (CSR).





K.S. RAO

Deputy CEO, KVIC

Mr. K.S. Rao is a Deputy Chief Executive at Khadi and Village Industries Commission Mumbai. He has an experience of more than 30 years in implementing employment generating schemes. He has rich experience in marketing rural development administration in entrepreneurial development.



DR. PRATIBHA JOLLY

Principal, Miranda House

Dr. Pratibha Jolly is Principal of Miranda House, the premiere college for women at University of Delhi. She gained Ph.D for theoretical work in Chemical Physics from University of Delhi and taught in Miranda House for eight years before joining Department of Physics at the University of Delhi as Research Scientist where she began work in the area of Physics Education Research and Curriculum Development at the tertiary level. Her research interests include computational physics; electronic instrumentation; use of computer-based technologies in education; development of locally produced low-cost equipment; teacher training; cognitive aspects of students' learning and diverse student populations. A major thrust has been to engage undergraduate students in development of a package called Science Online consisting of an indigenous low-cost data-acquisition system and comprehensive set of sensor circuits for real-time measurements in multidisciplinary contexts.



LAVANYA NALLI

Vice Chairperson, Nalli sarees

Graduated from Harvard Business School with an MBA in 2011, and worked at McKinsey & Company (Chicago) advising CXOs of Fortune 500 companies on issues ranging from top-line growth and profit improvement initiatives, change management programs and multi-channel strategy.



WING COMMANDER

Pooja Thakur, Indian Air force

Pooja Thakur currently working in the Publicity Cell 'Direction' under the Directorate of Personnel Officer at Air Force Headquarters. She is the first Indian women officer to lead the 'Inter-Service Guard of Honor' for the state guest at the Rashtrapati Bhavan on January 25, 2015. The Guard of Honor was inspected by US President Barack Obama. Pooja Thakur is a resident of Jaipur, Rajasthan



**NAIYYA SAGGI**

Founder, Baby Chakra

Naiyya is a graduate of the Harvard Business School (MBA 2012) where she was a Fulbright and J.N.Tata scholar. She received her B.A., LL.B. (Hons.) from National Law School, India. Prior to BabyChakra, Naiyya was a management consultant at McKinsey & Company and at the Bridge span group (Boston) where she worked extensively on her areas of passion: maternal & child health and education.

**KALYANI KHONA**

Founder, Inco

Kalyani is the co-founder of Inclov, the world's first matchmaking app inclusively designed for people with disability and health disorders to find love. Inclov is 100% accessible to people with visual impairment and cerebral palsy amongst others. The app matches people on the basis of cure availability, medical condition, and level of independence and lifestyle choices. Today, Inclov has 30,000 users across India who have made 7000 connections and Kalyani has demonstrated early success with 50+ Inclov users getting married in since 2016.

**AMIT CHAUDHARY**

Co-Founder, Lenskart

Amit Chaudhary is the Co-Founder at Lenskart. He is known for deriving innovative ideas and has a deep understanding and interest in Technology, Analytics, Operations along with an expertise in organizational development which has brought in a revolutionary growth in the business.

**SWATI PANDEY**

Co-Founder, Arboreal Innovation

Swati is a Masters in Sustainable Energy Futures from Imperial College London. She is a Mechanical Engineer by background and has prior experience in Alternative Energy (BP Alternative Energy Venture Capital, Research), Oil and Gas (Halliburton). Energy Investing (Generation Investment Management, INFUSE Ventures) and Social Entrepreneurship (Award winning project - Arboreal). Swati also holds the privilege to be the first female engineer to be hired by Halliburton India, and the youngest co-founder and vice president of any Internet Society chapter. She is also a Starting Bloc Social Innovation fellow and has recently been

nominated by the EIT for Change makers awards. Specialties: Alternative Energy, Sustainable Agriculture, Investment Management, Venture Capital, Entrepreneurship.

**REVATHI ROY**

Founder, Hey Deedee

Revathi Roy is a serial entrepreneur who has been working towards empowering urban poor women since 2007 whether be it by pioneering Asia's first all-women taxi service, Forshe or recently founding India's first all-women instant parcel delivery service, Hey Deedee.





PROF. HONSE ARA BEGUM
FOUNDER TMSS, Bangladesh

Hosne Ara began her career as a scientist. She completed her M.Sc. in Botany from Rajshahi University. She was recognized by the Ministry of Agriculture for her outstanding performance in 1978. She founded TMSS and functioned as the Director of the organization on a part-time, honorary basis. As the movement has taken off, she has increasingly felt the need to commit herself to it full time. In 1991, she resigned from the college to become full-time executive director, hoping over the coming years to spread her genuinely grassroots women's movement across

the country.



RASHMI DINGRA
Chief General Manager, Indian Oil Company

Ms. Rashmi Dhingra, Chief General Manager in human resource in Delhi State Office of Indian Oil Corporation Ltd. She has a vast experience and exposure to several departments such as LPG, consumer sales, aviation, corporate coordination, retail sales and human resource with small stint at PCRA as well. Her First assignment in IOC was as a field officer in LPG at the time when a female officer in field was an extremely rare situations across the industries. She has broken the glass ceiling and risen to head consumer sales for Delhi in year 2011. She has been

recently awarded for being the first women field officer in sales and first women consumer divisional manager, Delhi Divisional Office in Indian Oil Corporation. She is a role model for the young Female Officers in Oil Industries.



ADITI CHAUDHARY
Judge, District Court, Delhi

Aditi Chaudhary is an additional district and session judge presently working as registrar vigilance in Delhi High Court. She graduated from LSR and did her LLB, LLM and Ph.D from University of Delhi. She is a special Judge in TADA Pola and also handles cases in the civil court. Ma'am has also worked as an Assistant Professor in Faculty of Law, University of Delhi.



NAMITA THAPAR
CFO, Emcure Pharmaceuticals Ltd.

Mrs. Namita Thapar serves as the Chief Financial Officer at Emcure Pharmaceuticals Limited. Mrs. Thapar has a total work experience of 13 years. She served with Guidant Corporation, USA. She has been Director of Zuventus Healthcare Ltd. since 2012. She is a qualified Chartered Accountant. She serves as a Director at Emcure Pharmaceuticals Limited. Mrs. Thapar is a graduate in Commerce from the Pune University, from the Institute of Chartered Accountants of India and received a Masters in Business Administration degree from Duke

University, USA.



Academic Review Committee



DR. AVIK SARKAR

Head - Data Analytics Cell at NITI Aayog, Govt. Of India

Dr. Avik Sarkar is an Officer on Special Duty (OSD) at NITI Aayog. NITI Aayog (National Institution for Transforming India Aayog) is a premier policy think-tank of the Government of India. Dr Sarkar is in-charge of the Data Analytics Cell at NITI Aayog which provides big data and analytics insights across sectors like Direct Benefit Transfer, Innovation, Digital payments, Healthcare/Nutrition, Agriculture, etc. for efficient policy making. Dr Sarkar is engaged with the Energy Vertical at NITI Aayog instrumental in the various long term planning of future energy needs of India

through initiatives like energy sector modelling, energy data management, etc. Dr Sarkar has over 15 years of experience across different aspects of data analytics, statistical modelling, data/text mining across companies like IBM, Accenture, Nokia, NASA, Persistent Systems, etc. Dr. Sarkar holds a Ph.D. from The Open University, UK, Masters from Indian Institute of Technology (IIT) Bombay and Bachelors from Calcutta University. Dr Sarkar has authored several technical publications and technology patents.



DR. R.P RUSTAGI

Associate Professor

Shri Ram College of Commerce, University of Delhi.

Dr. R.P. Rustagi is an Associate Professor, Department of Commerce, Shri Ram College of Commerce, University of Delhi. He is M.Com. M.Phil. (Accounting and Finance) from Delhi School of Economics, University of Delhi, besides being a Fellow Member of the Institute of Company Secretaries of India, New Delhi. He obtained Doctorate from Jiwaji University, Gwalior. He has been teaching Accounting and Finance at Shri Ram College of Commerce (his alma mater) for more than three decades. He is also associated with Post-graduate teaching in Department of Commerce, University of Delhi. He is a visiting faculty in Executive Development Programmes in Finance arranged by the ICAI, ICSI and other Management Institutes. As an academican, his areas of interest are Strategic Financial Management, Investment Management, Capital Market, etc. He is an established author in Accounting and Financial Management.

more than three decades. He is also associated with Post-graduate teaching in Department of Commerce, University of Delhi. He is a visiting faculty in Executive Development Programmes in Finance arranged by the ICAI, ICSI and other Management Institutes. As an academican, his areas of interest are Strategic Financial Management, Investment Management, Capital Market, etc. He is an established author in Accounting and Financial Management.



DR. ASHOK MITTAL

Professor in Economics

Department of Economics, A.M.U. Aligarh

Dr. Ashok Mittal is currently serving as Professor in Economics in the Department of Economics, A.M.U. Aligarh. He completed his Ph.D. in 1987. His research and teaching areas of interest are Macroeconomics, Public Finance and Econometrics. A number of articles written by him have been published in several national journals namely Economic and Political Weekly and the Indian Economic Journal. He is life member of Indian Economic Association, The Indian Econometric Society, The

Jodhana Institute of Economic Research, Bhartiya Arthik Sodh Sansthan, and Uttar Pradesh - Uttrakand Economic Association. Presently, he is the Vice- President of UPUEA. He has participated in several national and international conferences, seminars and workshops. He is also supervising research work leading to the award of the degree of Ph.D./MPhil.





V UPADHYAY

Doctor of Philosophy (Ph. D.) in Economics and Master of Arts in Economics from McMaster University, Canada. He holds a degree in Master of Arts in Economics, where he stood first in the University. Also, he had pursued his Bachelor of Science from University of Rajasthan (1971), where he got ninth rank in the University. His area of interests are Physics, Mathematics and Statistics.



PK CHOUBEY

Director Institute of Management Science, Lucknow University

Currently Director Institute of Management Science, Lucknow University, Former Professor Indian Institute of Public Administration, New Delhi. Also President, Indian Economic Association and Chairman IIPA-Delhi Regional Bran



RAJAN YADAV

Professor,
Delhi Technological University

Dr Rajan Yadav is Professor and head at Delhi School of Management, Delhi Technological University, formerly Delhi College of Engineering. He graduated from Delhi University and obtained his Master’s Degree in Business Management from MD University and awarded Ph.D in Organized Retail.

Prof. Yadav is actively involved in teaching, research and administration. He has been teaching MBA students for more than 16 years and prior to joining DTU, he has held the position of associate professor with Inderprastha Engineering College where he was instrumental in setting-up the management department. His interest area includes, behavioural dimensions of technology diffusion, online social networks and student community-related social marketing issues. In addition to joint author. He has extensively published for Emerald, Springer, Inderscience and Sage publication. He is in the editorial advisory board and reviewer of some high quality journals in India and abroad.

He held several positions in Delhi Technological University as Associate Director IQAC, Chairman NSS, member of the academic council and member of the Sports Council of the DTU.



DR. NAVEEN ANAND

Ph.D. in Economics on - “Self-Help Groups in the Development Process of Rural Non-farm Sector”; Faculty Development Programme (FDP) from Indian Institute of Management (IIM), Ahmedabad; Diploma in Journalism & Mass communication. Independent National Consultant in various agencies - IFAD, Azim Premji Philanthropic Initiatives, UNDP; SOS Children Villages of India; World Bank, AFC India Ltd. Government of Uttarakhand and few reputed NGOs.

Worked with UN Solution Exchange (A knowledge Sharing Initiative of UN, India), IFAD, CARE India, National Institute of Cooperative Management (VAMNICOM , Pune), World Bank Project Division.



Worked as Sub-Editor of the Academic Journal of the Institute the “Co-operative Perspective” for 2 years while posted at National Institute; VAMNICOM, Pune

Coordinated ‘Post graduate Diploma in Business Administration (Co-operation)’ as joint coordinator and Placement officer for two years in VAMNICOM Pune

Has been associated with **25 study/research & consultancy projects** across India in the capacity of **Coordinator as well as Core Team member**.

Published several articles on Non-Farm Sector, Financial cooperatives, Livelihoods and Microfinance for Senior Citizens in Books. Contributed in more than 20 e-discussions on livelihoods promotion and microfinance. Published papers on cooperatives, Livelihoods, SHG Federations and MF at national and international levels.



DR. MONIKA BANSAL

Assistant Professor,
Shri Ram College of Commerce, University of Delhi

Dr. Monika Bansal is an Assistant Professor in the Department of Commerce, Shri Ram College of Commerce, University of Delhi. She did her graduation from Delhi University and Masters in Business Administration from Guru Gobind Singh Indraprastha University, Delhi. She was awarded UGC Junior Research Fellowship in 2010. She has been awarded Ph.D. degree by the Department of Commerce, Delhi School of Economics, University of Delhi for her research on Green Consumer Behavior. Her areas of academic interest are Marketing Management and Human Resource Management. In the last over 7 years of her academic career, she has participated in various national and international conferences, workshops, seminars, FDP, and Management Developed Programmes.



Chairpersons for Technical Sessions



DR. BABLI MOITRA SARAF

Principal, Indraprastha College for Women University of Delhi India

Principal, Babli Moitra Saraf, is an Associate Professor in the Department of English and Head of the Department of Multi - Media and Mass Communication at Indraprastha College for Women, University of Delhi. She has received her M.Phil degree in English and Ph.D in Sociology. Her doctoral thesis studies language change in the advertising industry in India in the first phase of globalization (1984-94), and the emergence of the Indian urban middle class identity.



SANGHMITRA ACHARYA

Associate Professor, Centre of Social medicine and Community Health, School of Social Sciences, Jawaharlal Nehru University

SANGHMITRA ACHARYA. Associate Professor, Centre of Social medicine and Community Health, School of Social Sciences, Jawaharlal Nehru University, New Delhi. She has completed PG Diploma in Population and Sustainable Development(1996), University of Botswana, Gabarone, Botswana (Southern Africa). Ph.D (1995) Social Area Analysis of Delhi Metropolitan Area, Jawaharlal Nehru University, M.Phil (1986) Jawaharlal Nehru University, M.A (1984)

Geography, Jawaharlal Nehru University, B.A (1982) Social Sciences, Isabella Thoburn College, Lucknow University



SAHIBA HUSSAIN

Sociologist

Sahiba Hussain is a sociologist working in the area of gender & Community development particularly Indian Muslims. She obtained M A, M.Phil and Ph.D from the centre for the study of social system, school of social sciences, Jawaharlal Nehru University, New Delhi. She is the recipient of general fellowship awarded by Indian council of social science Research, New Delhi. Before joining Dr. K R Narayanan Centre for Dalit and Minorities, she was a fellow at the Centre for Women's development Studies, New Delhi since 1998. During this time she has completed two major research projects 'Gender and reproductive Behaviour' and 'Gender, Work and Community'. She has published articles in national and international journals and in edited books on problems and issues of Muslim women in India from a gender perspective. Recently she has published a book 'Exposing Myths of Muslim Fertility' (2008). She has been known in both academic and activist circles as a prominent advocate of the rights and empowerment of Muslim women and had spoken on this issue from various national and international forums.



DR. ARCHANA THAKUR

Joint Secretary, University of Grant Commission, New Delhi

Dr. Archana Thakur, Joint Secretary of University of Grant Commission, New Delhi. M.Sc Gold medalist from Banaras Hindu University. She has worked as Scientist in Jawahar Nehru University, New Delhi and abroad. Performed major role in Co-ordinating empowered committees like MHRD-UGC task free to "Review the Measures for ensuring safety of Women on campuses and programs for gender sensitization to access the situation prevailing in all institutions of higher learning to



ensure freedom, safety and security of girls and women in particular and framing of regulations thereon. Recently was entrusted to Co-ordinate the 7th Pay Review Committee constituted to review the pay revision of the academic staff of the Universities & Colleges. Looked after various scheme of Central, Deemed and State Universities Co-ordinated various working groups/committees in policies of higher education regulation and reforms. Visitors nominee in Tripura University and member of prestigious academic bodies in India.



DR. MALLIKA KUMAR

Conference Convener, SRCC

Coordinator, Office of International Programmes, SRCC

Dr. Mallika Kumar is an Associate Professor for Economics at SRCC. She is the Coordinator for the Office of International Programmes at SRCC and Coordinator for Cultural Council, University of Delhi. She is a Member of the Committee for London School of Economics India Summit 2016 & 2017, curated by Difficult Dialogue and The LSE South Asia Centre.

She completed the Professional Development Course on 'Managing yourself and Leading others' at Harvard University in 2014. She is a member of UNDP Microfinance Solution Exchange. With a teaching experience of 25 years, her area of specialization include Micro Finance and Financial Cooperatives. She received her Ph.D. from JMI, New Delhi and her work has emphasized on the Rural Financial Cooperatives at National, State, District & Local level in India, a comparative analysis of Cooperatives in Indian and in Global context. She has presented research papers and delivered lectures on Cooperatives and Financial Inclusion, Sustainability & Cooperative Business Model in International Conferences and workshops in India and across the globe.



AMRITA BAJAJ

Dr. Amrita Bajaj is Deputy Dean, Student's Welfare with a background in Geography. A highly confident and capable personality she is dynamic and meticulous in her work. Along with her administrative skills she is a faculty at Shaheed Bhagat Singh College and have a high degree of commitment to teaching and research. Over time she has served on many assignments in the University like handling admissions, placements, hostels and convenership and membership of different committees. She is also looking after the student's issues especially related to female students in the University of Delhi. She has represented University

of Delhi for dialogues on student's issues especially disability at London. She has presentations and publications in many national and international platforms. Dr. Amrita has recently published a book on Developmental Issues in India. With her special interest in urban issues, she has recently organised an International Conference on Livable Cities which was attended by academic community from all across the world. She has a lot of publications in many national newspapers from time to time and is a regular counsellor on All India Radio for counselling related to student's issues. Her passionate dedication in doing welfare and empowerment of the students is highly inspiring.



PEARL MALHOTRA

Organizational Behaviour and Human Resource Management, Indian Institute of Management, Bangalore

Prof. Pearl Malhotra is a Faculty with Organizational Behaviour and Human Resource Management at the Indian Institute of Management Bangalore. She completed her doctoral studies from Indian Institute of Management Ahmedabad in HRM. Her doctoral dissertation titled - "Indirect" impact of high-performers on their subordinates' career advancement, explores an additive model of impact of



managers on their subordinates. She has published a paper on “indirect” impact in the Human Resource Management Review (an ABDC-A category journal). Pearl’s research examines the nuances of manager-subordinate relationships and the impact of managers on their subordinates. Her research interests also include diversity in organizations and procrastination at the workplace. She has published working papers and presented her work at several international conferences (SJDM, BAM, EGOS etc.) She teaches courses on leadership exploration, HRM, future of work and cognitive biases.

She is currently working on research on women entrepreneurs including development of psyche during the entrepreneurial journey, role-conflict, gender as a concept in entrepreneurship and the role of the ecosystem provided by incubators. She is the area editor for Journal of Indian Business Research (JIBR).

She has worked in the industry as an HRM professional and was the Lead-Employee Relations at Infosys BPO. She has worked in the field of employee discipline, employee relations, compliance, learning and development and other functions. She has also worked as an independent HR consultant to help SMEs establish HR practices within their organisation across industries. She regularly takes up consulting projects on HRM optimisation and process streamlining for SMEs.



JENNIFER GRAFTON

Associate Professor, Department of Accounting in the Faculty of Business and Economics, University of Melbourne

Jennifer Grafton is an Associate Professor in the Department of Accounting in the Faculty of Business and Economics at the University of Melbourne. Prior to completing her Ph.D. at the University of Melbourne and joining the Faculty she worked as a business consultant at Arthur Andersen. Jennifer’s current research focuses on issues of organisational performance management and control. She has a particular interest in these issues in not-for-profit contexts. Jennifer’s teaching

experience spans a range of subjects in management accounting and control and business forensics across undergraduate, postgraduate and executive education programs. Jennifer is a member of the Institute of Chartered Accountants in Australia, sits on the editorial board of the Journal of Applied Accounting Research, and is a director on the Children’s Protection Society Board of Management.



DR. MOHD. FAHEEM

Dr.Mohd. Faheem is a lecturer at the Indian studies program, Pridi Bonomyong International Collage, Thammasat University, Thailand.He Holds in master and PHD degrees form Aligarh Muslim University, India.He has published severl articles in Jouranls and presented paper at conferences. Dr Faheems’s research area include India’s relations with ASEAN, international migration, Economic Geography, Urban Geography and political Geography.



MS. INDIRA PANT

Chairperson Organization Kalinchowk Hydropower Pvt. Ltd
Vice chairperson for International Cooperative Alliance Asia & Pacific, University Campus Committee (ICA-AP)

Ms Indira pant had completed her Master’s Degree (Master’s Degree in political Science) from Tribhuvan University, Kathmandu, Nepal in year 2007. Currently she is pursuing her Master’s Degree in Mass Communication and Journalism from Purbanchal University. She is the chairperson Organization Kalinchowk Hydropower Pvt. Ltd. and vice chairperson for International Cooperative Alliance Asia & Pacific, University/Campus Committee (ICA-AP). She has a 13 years’ experience in working as a



managing director with Vision Sanchar Nepal Pvt. Ltd. Also she was the program reporter for one year with Audio Visual Arts and Science.



DR. GANGA VADHAVKAR

Associate Professor, Communication & Journalism Department University of Wisconsin-Eau Claire

Dr. Ganga Vadhavkar is an Associate Professor in the Communication & Journalism department at the University of Wisconsin-Eau Claire, where she has been a faculty member since 2011. She has a diverse educational background in media studies, sociology and psychology. Her interdisciplinary research agenda and teaching philosophy incorporate her unique professional and personal experiences as a journalist and academician in India and the USA.

As a 2017-2018 University of Wisconsin-Eau Claire Leadership Fellow and academician, Dr. Vadhavkar has a vision of global collaboration in education that enhances student learning experiences and diverse outlook.

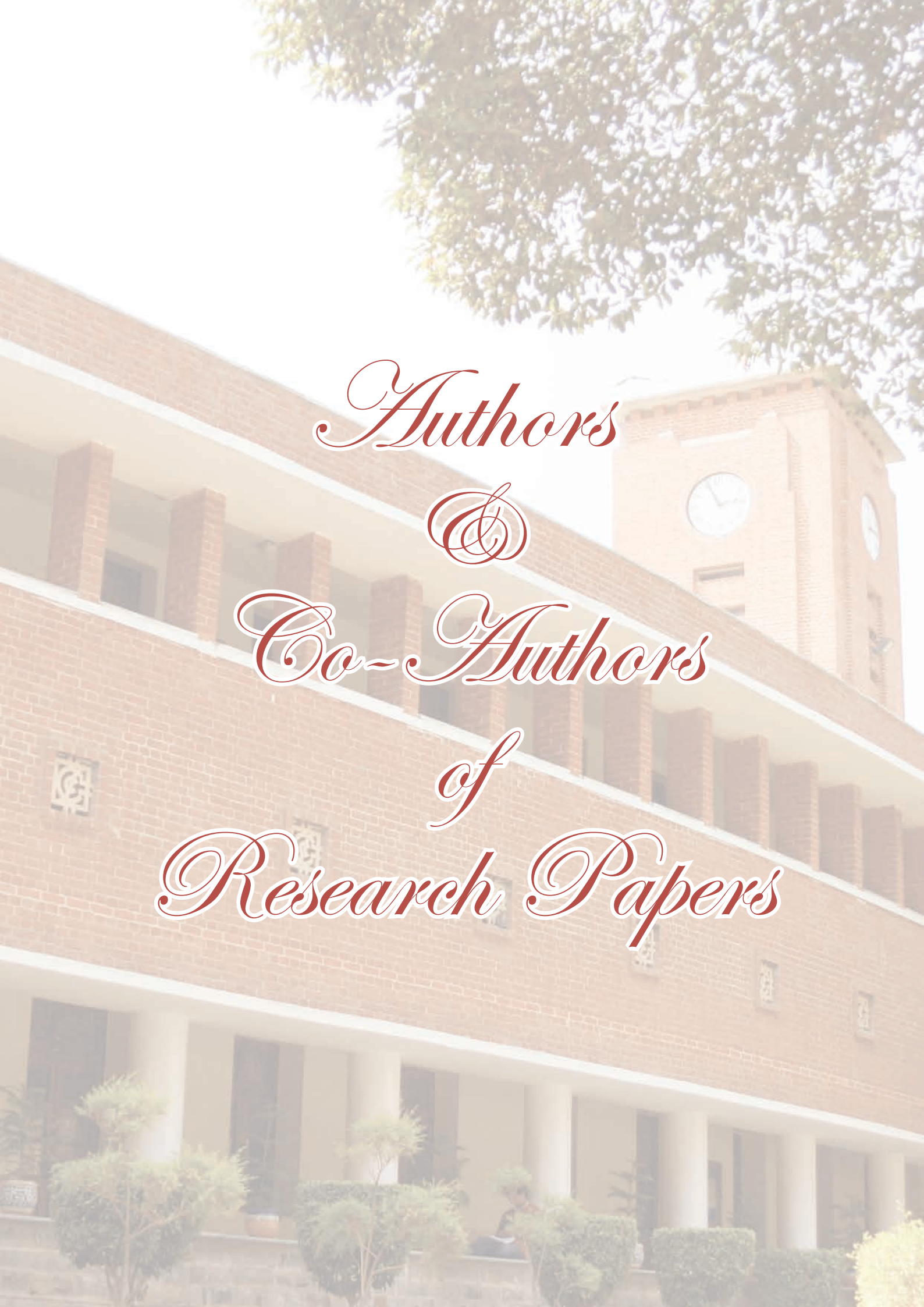


DR. SANZIDA HABIB

Research Associate, Center for India and South Asia Research, University of British, Columbia

Dr. Sanzida Habib received a Bachelor (Honours) degree in Psychology from Rajshahi University (Bangladesh), and her MA and PhD in Women's Studies from Simon Fraser University and the University of British Columbia (Canada) respectively. She has been involved as a Research Associate with the UBC Center for India and South Asia Research (CISAR) for the past three years. In addition, she has worked in various research projects related to experiences of migration, health and wellbeing, health promotion and health care access of South Asian and other ethnic minority immigrant women in Metro Vancouver. She is the owner and director of SH Grant writing and Consulting, a sole proprietorship business based in Vancouver. She has also worked as a service provider in immigrant services organizations and volunteered as a board member in several non-profit organizations including Vancouver Women's Health Collective, Mother Language Lovers of the World Society, Vancouver Tagore Society and Greater Vancouver Bangladesh Cultural Association.





*Authors
&
Co-Authors
of
Research Papers*

Authors & Co-Authors of Research Papers



DR. JUHI GARG

Assistant Professor, University of Petroleum and Energy Studies, Dehradun

Dr Garg has more than fourteen years of work experience which includes nine+ years in academia and five years in the industry. She has been awarded Doctoral degree in the field of Management from Uttarakhand Technical University (UTU). She holds double post-graduation degrees one in Master of Business Administration (MBA) Degree from Hemvati Nandan Bahuguna Garhwal Central University (HNB), Uttarakhand along with Master of Arts Degree in Clinical Psychology. In addition, in the past she has presented sixteen research papers at national and international conferences in India and abroad with her work getting published in reputed journals. She owns a Copyright from Registrars of Copyright, Copyright Office, New Delhi, Government of India for developing and standardising a Psychometric tool for management and commerce students, popular by the name of Occupational Interest Schedule for Students, Institutions' and Businesses (OIS-SIB). Further, she has been associated with various Government and private institutions such as ONGC, NIESBUD, HNB Garhwal Central University, WDO, Institute of Cooperative Management (ICM), Dehradun etc.



PARVATHY V

Research Associate, Indian Institute of Management, Bangalore

Parvathy is currently working as a Research Associate in Indian Institute of Management, Bangalore. She pursued her Bachelor's in Physics and Master's in Computer Applications from Madurai Kamraj University and Delhi and then went on to complete her PG Diploma in Management from IIM Bangalore. In addition, in the past she has also worked as a part of Product Management and Development at Oracle Financial Services Software (Formerly i-flex) and SunTec Business Solutions. Her area of research interest is in the field of women entrepreneurship and human rights.



PEARL MALHOTRA

Organizational Behaviour and Human Resource Management
Indian Institute of Management Bangalore

Prof. Pearl Malhotra is a Faculty with Organizational Behaviour and Human Resource Management at the Indian Institute of Management Bangalore. She completed her doctoral studies from Indian Institute of Management Ahmedabad in HRM. Her doctoral dissertation titled - "Indirect" impact of high-performers on their subordinates' career advancement, explores an additive model of impact of managers on their subordinates. She has published a paper on "indirect" impact in the Human Resource Management Review (an ABDC-A category journal). Pearl's research examines the nuances of manager-subordinate relationships and the impact of managers on their subordinates. Her research interests also include diversity in organizations and procrastination at the workplace. She has published working papers and presented her work at several international conferences (SJDM, BAM, EGOS etc.) She teaches courses on leadership exploration, HRM, future of work and cognitive biases. She is currently working on research on women entrepreneurs including development of psyche during the entrepreneurial journey, role-conflict, gender as a concept in entrepreneurship and the role of the ecosystem provided by incubators. She is the area editor for Journal of Indian Business Research (JIBR).



She has worked in the industry as an HRM professional and was the Lead-Employee Relations at Infosys BPO. She has worked in the field of employee discipline, employee relations, compliance, learning and development and other functions. She has also worked as an independent HR consultant to help SMEs establish HR practices within their organisation across industries. She regularly takes up consulting projects on HRM optimisation and process streamlining for SMEs.



VASANTHI SRINIVASAN, PROFESSOR

Chair, Internal Committee, Past President of Indian Academy of Management
Indian Institute of Management, Bangalore

At IIM Bangalore, she teaches the core course on Managing People and Performance in Organizations and also offers an elective in Human Resource Management. She has designed and delivered sessions on leadership development and career management on Executive Education programmes.

She was an Indian Council for Cultural Relations Chair Professor for Corporate responsibility at the HHL Graduate School of Management Leipzig, Germany for the period 2012-13 on deputation.

She was also a British Council Visiting Scholar at the International Centre for Corporate Social Responsibility at the Nottingham University Business School.

Her research interests are in the field of Multi-generations in the Workplace, Women in Management and Boards, Ethics Teaching in Business Schools, HRM in Rapid Growth Organizations and Ethics, and CSR in Micro, Small and Mid-sized enterprises.

She has consulted extensively for both Indian and multinational companies in the field of leadership development. She has designed, developed, and delivered programmes to build the leadership pipeline for organizations. She has worked with technology and R&D organizations to build their technical leadership talent.

She has also designed and delivered “Tanmatra: Women in Leadership” – a leadership development programme exclusively for senior women leaders in business in collaboration with Catalyst India and IBM.

Her Service contribution includes:

- Board of Advisors – National HRD Network Bangalore Chapter
- Chairperson Fourth Wave Foundation, Bangalore
- Board member of Enable India Bangalore
- Member of the India leadership team of Globethics.net, a Geneva based organization

She runs a website www.teachcsr.com, which has about 900 members and promotes teaching in Business Ethics and CSR in India.

She is a Fellow Programme in Management (PhD equivalent) from IIM Bangalore. She did her PGD in Personnel Management and Industrial Relations from XLRI, Jamshedpur and her Bachelor of Commerce from Jyoti Nivas College, Bangalore University, India



DR. VANDANA JAIN

Dr. Vandana Jain is an Assistant Professor in the Department of Commerce, at Shri Ram College of Commerce, University of Delhi, with a teaching experience of more than a decade. She has completed her under graduation from Hansraj College, University of Delhi and later went to Department of Commerce, South Campus for completing her Masters (M.com). She holds her PH.D degree from Department of Commerce, University of Delhi in the field of International Business. She is a topper in P.hd course work Exam and has also obtained her degree of MBA (Finance). She



is also author of various published research papers in national and international journals.

She has also presented SRCC at numerous national and international conferences. Her area of interest include, Financial management, Fundamentals of Investments and international business.

At SRCC she heads number of student oriented societies like Shri Ram Incubation Center and Dramatics society. She has been involved with the office of international programmes, SRCC, in conducting various events and programmes. She has authored a book on Entrepreneurship for B.com (h), B.B.E programmes of Delhi University.



DR. SANZIDA HABIB

Research Associate, Center for India and South Asia Research, University of British, Columbia

Dr. Sanzida Habib received a Bachelor (Honours) degree in Psychology from Rajshahi University (Bangladesh), and her MA and PhD in Women's Studies from Simon Fraser University and the University of British Columbia (Canada) respectively. She has been involved as a Research Associate with the UBC Center for India and South Asia Research (CISAR) for the past three years. In addition, she has worked in various research projects related to experiences of migration, health and wellbeing, health promotion and health care access of South Asian and other ethnic minority immigrant women in Metro Vancouver. She is the owner and director of SH Grant writing and Consulting, a sole proprietorship business based in Vancouver. She has also worked as a service provider in immigrant services organizations and volunteered as a board member in several non-profit organizations including Vancouver Women's Health Collective, Mother Language Lovers of the World Society, Vancouver Tagore Society and Greater Vancouver Bangladesh Cultural Association.



PROF. SMITA JHA

Department of Humanities & Social Sciences, IIT, Roorkee

Prof Smita Jha is currently working as Professor of English, Department of Humanities & Social Sciences, Indian Institute of Technology, Roorkee, Uttarakhand. She has published more than 50 papers in refereed Journals of literature like Sage, Taylor & Francis and alike. She has also published more than 35 chapters in Anthologies of repute. She has five books to her credit while two books are in the Press. Prof Jha has supervised more than ten Ph.D. candidates so far on various topics such as Indian Partition, British Literature, Post-colonial, Ecofeminism, Forensic science and Criminology, Feminism etc. She has attended more than 50 International Conferences and chaired the session in USA and Spain. She has organized several workshops & symposium on the topics like Translation in Post-Colonial India, Research Methodology, Sociolinguistic, Diaspora, Literary theory and Women Novelists. She has organized a two-day National conference in association with Sahitya Akademi, New Delhi, on Multiculturalism, Identity Crisis and Belonging in Indian Writing in English. Recently, she has conducted GIAN, MHRD Project in association with Texas Tech, USA. She has developed courses on Neuro-linguistic programming, Digital Humanities and Psycholinguistic. Her area of research interest includes Indian Writing in English, Post-colonial Studies, Commonwealth Literature, Diaspora literature, Linguistics & ELT, Contemporary Literary theories and Gender and Cultural Studies.



**VRINDA HANDA**

National UN Youth Volunteer, United Nations Development Programme

In her ongoing assignment with the United Nations Development Programme in India, Vrinda Handa is serving as a National UN Youth Volunteer attached to project Disha. She is working towards economic empowerment of women in the states of Delhi and Haryana. She completed her undergraduate studies in Bachelor of Engineering (Information Technology) from Punjab Engineering College, Chandigarh in 2015. She has been working with U N Development Programme since 2016.

**AISHWARYA KUMAR**

Student, IIM Bangalore

Aishwarya Kumar is a currently an MBA student at Indian Institute of Management, Bangalore. She completed her undergraduate studies in Economics from Shri Ram College of Commerce, Delhi University in 2015. Post that, she did a two-year stint in FX Markets with Citi India in Mumbai. In addition, she was also a part of Project Disha in U N Development Prog.

**DR. GAGANDEEP KAUR**

Assistant Professor, University of Petroleum and Energy Studies, Dehradun

Dr. Gagandeep Kaur is an Assistant Professor of Law at University of Petroleum and Energy Studies, Dehradun, India. She has published numerous research papers and articles on contemporary topics ranging from social issues to upcoming issues in cyberspace, cyber law and e-commerce in various national and international journals. Dr. Kaur has been extensively working upon women related issues including women empowerment, anti-women trafficking laws, crimes against women, rights of female offenders and gender justice. She also has a book to her credit titled "Jurisprudence of E-Commerce and Consumer Protection in India: Rights of Online Consumers in Online Shopping" (2016). Her publication "An Empirical Study of Emerging Trends in E-Commerce: A Field Study to Evaluate Trust and Security Parameters For Online Consumers in Online Shopping and Online Banking" in the book Innovation and Business Management: Issues & Challenges has been awarded the Best Research Paper Award by Society of Technical and Management Professionals in XI International Conference on Innovation and Business Management (2015).

Dr. Kaur graduated as an exceptional scholar receiving Gold Medals in both LL.B. and LL.M. from Guru Nanak Dev University, Amritsar. She then pursued Ph.D (Law) from Guru Nanak Dev University, Amritsar. She holds expertise in the areas of Cyber Law, Intellectual Property Rights, Digital Copyright, E-commerce Law and Women Issues.

Dr. Kaur graduated as an exceptional scholar receiving Gold Medals in both LL.B. and LL.M. from Guru Nanak Dev University, Amritsar. She then pursued Ph.D (Law) from Guru Nanak Dev University, Amritsar. She holds expertise in the areas of Cyber Law, Intellectual Property Rights, Digital Copyright, E-commerce Law and Women Issues.

**AARUSHI CHANDRA**

Student, University of Petroleum and Energy Studies

Aarushi Chandra is a Final Year Student of Integrated Course of B.Tech Computer Science + LL.B. (Hons.) with specialization in Cyber Laws at University of Petroleum and Energy Studies, Dehradun, India. Aarushi has got training in Information Security Risk Assessment, Digital Forensics and Vulnerability Assessment in the Cyberspace. This includes her training at Child Rights & You (CRY), Bureau of Police Research & Development, Delhi, Truth Labs Bengaluru and Microsoft Corporation, Gurgaon. She has also had the honour of being trained at



Cyber Crime Cell, Gurgaon Police and being awarded for the Best Project Report with Commendation Certificate by Police Commissioner, Gurgaon. This Project dealt with information security and with understanding of virtual existence, vulnerabilities in them and how those vulnerabilities are exploited by the hackers. In addition she has worked on various projects including designing an Intelligent Android based GIS suite for facilitating location base services and on secure transmission of GPS Coordinates via Android App using AES Encryption & Steganography. Aarushi Chandra is also a certified ISO ISMS 27001:2013 LEAD AUDITOR from IRCA. Aarushi's passion is helping people, especially women, become more aware about cyber threats, to create cyber intelligence and best practices in cyberspace.



HARSHIL SHARMA

Research Scholar, Centre for Informal Sector and Labour Studies
Jawaharlal Nehru University

Harshil Sharma is holder of Junior research Fellowship by University Grant Commission and is currently working as a Doctoral Student in Jawaharlal Nehru University. Graduated from Delhi University with a degree in Bachelors in Business Economics, he went on to complete Masters in Economics from Ambedkar University Delhi. He then worked with Pragya- an NGO, on an education implementation project across the Himalayan Belt. Post his work at Pragya, he worked as Research Associate with Norwegian Institute of International Affairs. He then went on to complete his Masters in Philosophy of Economics from University of Hyderabad, where he worked on his dissertation titled 'Dynamics of Skill Premium'. He is currently working on 'Political Economy of Skill Formation' under Professor Santosh Mehrotra. His research areas include Labour Economics, Development Economics, Skill Development and Political Economy.



KANCHAN SEHRAWAT

Research Scholar, Faculty of Management Studies
University of Delhi

A recipient of University Grant Commission's Junior Research Fellowship (2013), Ms. Kanchan is currently pursuing Doctoral Programme at the Faculty of Management Studies, University of Delhi. She graduated with B.com (Hons.) degree from Jesus and Mary College, University of Delhi and completed her M.com from Department of commerce, University of Delhi. In the past, she has worked as Assistant Professor in University of Delhi. She has published several research papers in international and national journals of repute and has presented papers at various forums. Her areas of interest include Gender and Women issues, Banking, and Behavioural Finance.



DR. MADHU VIJ

Professor, Faculty of Management Studies
University of Delhi

Dr. Madhu Vij is a Professor of Finance at the Faculty of Management Studies for over three decades. She has received the Alumni Excellence award from Shri Ram College of Commerce, University of Delhi. Dr. Madhu Vij has been an Independent Director of MOIL Limited. Currently, she is an Independent Director for four private limited companies. She has completed a number of projects sanctioned by National bodies like UGC, RBI, ICSSR, SAIL and Delhi University. She serves on the editorial board and is also a reviewer for several academic journals, national and international conferences. She has published several research papers in international and national journals of repute and has presented papers globally in the field of banking and finance. She has also authored four books. Dr. Vij is actively involved in research, consultancy and training for several leading public and private



organizations in the areas of project management, strategic financial management, and case based method of learning and teaching, Finance for Non finance managers. Professor Vij's research interests include Asset Liability Management, Country Risk Analysis, Derivatives, Foreign Exchange Risk Management, Treasury Management, Corporate Valuation, Credit Ratings and Financial Crisis, Currency Correlation and Corporate Governance.



POOJA AKSHAY

Assistant Professor (Educational Technology)
CIET, NCERT, India

Ms. Pooja Akshay, a recipient of University Grants Commission's Senior Research Fellowship is pursuing Doctoral Programme from Lady Irwin College, University of Delhi, India. Post Masters, she worked in apex educational institution of India National Council of Educational Research and Training (NCERT) as an Assistant Professor (Educational Technology) and was coordinator for establishing and training all the State/UT teams. She has also worked with National Institute of Open Schooling (NIOS) as a Senior Executive Officer (Adolescence Education Programme). Apart from these, she has been actively engaged with various govt. and non-govt. organisations such as KVS, SCERTs, GRCs, PHFI, Pravah, AGN, UNFPA, UN Women etc. on various assignments of research, training and development of ICT & IEC materials. As part of her PhD work, she is looking at effectiveness of Community Radio in catering to the knowledge needs of the community women on Mother and Child Health (MCH) issues in Mewat region of Haryana, India. She has presented research papers in International and National conferences and published in peer reviewed journals.



DR. SARITA ANAND

Associate Professor, Lady Irwin College, University of Delhi

Dr. Sarita Anand, is an Associate Professor at the Department of Development Communication and Extension, Lady Irwin College, University of Delhi. An alumna of University of Delhi and MS University, Baroda, she has been the recipient of the Dr. Leela Ben Shah Gold Medal and Professor P.S Chari scholarship. She holds a post graduate degree in Education too. In the last 25 years, her academic and research engagements have been in the domains of Communication for Social Change, ICTs for development and Gender and Development concerns. She has been the Deputy coordinator for UGC supported Centre for Advanced studies (CAS/ UGC) at Lady Irwin College. She has co-authored three books titled 'Facilitating Dialogue: Enhancing Results' for UNICEF, 'A Handbook of Researches in Media and Communication' and a text book titled 'Dynamics of Human Communication' published by Orient Blackswan. She has also been involved in research projects with organisations such as the National Commission for Women (NCW), National Health Systems Resource Centre (NHSRC/ MoHFW), DST, UN Women (UNIFEM), UNICEF, International Labour Organisation (ILO), and International Planned Parenthood Federation (IPPF).



PUSHPA SINGH

Assistant Professor, Miranda House, University of Delhi

Ms. Pushpa Singh is currently teaching as an Assistant Professor in Department of Political Science, Miranda House alongside pursuing her doctoral research from University of Delhi. She completed her M.A. (Political Science) and M.Phil. (Political Science) from University of Delhi. She has fourteen years of teaching experience in subjects such as Political Theory, Comparative Politics, Human Rights. She has contributed chapters in edited volume of several books like Contemporary India published by Pierson, Shashan: Mudde Aur Chunotiyan published by



OrientBlackswan, Governance from Pierson India, Constitutional Democracy and Governance in India, forthcoming from Sage, India, and several online publications as part of e-content generation by ILL, University of Delhi, Delhi. Her interest areas include Development Studies, Gender Rights and Human Rights Discourse.



PROF. SIMRIT KAUR

Professor of Public Policy and Economics
Shri Ram College of Commerce, University of Delhi

Professor of Economics and Public Policy, Dr. Simrit Kaur is the Principal of Shri Ram College of Commerce (SRCC), University of Delhi. Prior to joining SRCC, Prof. Kaur was with the Faculty of Management Studies, University of Delhi. Nominated by the Indian Council of Cultural Relations, Dr. Kaur has been a 'Visiting Professor' at the University of Social Sciences and Humanities, Ho Chi Minh City, Vietnam and a 'Visiting Scholar' at Kingston University, London. She has also participated in the

International Teachers Program at the Kellogg School of Business, Chicago. Dr. Kaur has undertaken several research projects and acted as an advisor to institutes and organizations such as the Ministry of Finance, Government of India; the Ministry of Heavy Industries and Public Enterprises, Government of India; the National Council of Applied Economic Research (NCAER), the Organization for Economic Cooperation and Development (OECD), International Fund for Agricultural Development (IFAD) and the Food and Agriculture Organization (FAO) of the United Nations.

Her areas of interest include competition and productivity; climate change and agricultural policy; and poverty and food security. In addition, she has published and/or presented several papers at national and international conferences. Dr. Kaur's book 'Privatization and Public Regulation: The Indian Experience', published by Macmillan received the Best Book Award. Honoured by the Business School Affairs, Dr. Kaur is a recipient of the 'Best Professor in Public Policy' Award.



SANCHITA JOSHI

Research Scholar, Faculty of Management Studies, University of Delhi

A recipient of University Grant Commission's Junior Research Fellowship, Ms. Joshi is currently pursuing the Doctoral Programme at the Faculty of Management Studies, University of Delhi. She pursued her B.A. (Hons) Economics from Miranda House, University of Delhi and then went on to complete her M.A. (Economics) from Jamia Millia Islamia, New Delhi. During her post graduate studies, she was conferred the Gold Medal by the Department of Economics, Jamia Millia Islamia. In addition, in the past she has also worked as a Power Sector Research Analyst with

India Infrastructure Publishing Private Limited, New Delhi and regularly contributed analytical articles for the industry magazine Power Line and worked on sector specific research reports. Her areas of interest include – Applied Econometrics; Gender and Women Issues; and Climate Change, Migration and Displacement.



DR. POONAM GAUR

Senior Lecturer, Institute of Education and Training

Dr. Poonam Gaur is senior lecturer of Educational Technology in District institute of Education and Training, Old Rajinder Nagar. She has more than 30 years of experience in teaching profession. Dr. Gaur has authored several books and her articles have been published in national level magazines. She pursued her bachelor and master degree in Physics, is a gold medallist in Bachelor in Education. Further, she pursued her M.Ed, M.Phil and Ph.D in Education from



Jamia Millia University. She has also attended various workshops and seminars organized by different educational bodies.



APARNA VARMA

Ph.D Research Scholar, Centre for Russian and Central Asian Studies School of International Studies, Jawaharlal Nehru University

A professional BharatNatyam dancer, Ms. Varma is pursuing her Ph.D from the Centre for Russian and Central Asian Studies, School of International Studies, Jawaharlal Nehru University. She pursued her B.A. (Hons) Political Science, from Miranda House, University of Delhi and then went on to complete her M.A (Political Science) from the Department of Political Science, University of Delhi and M.Phil from School of International Studies, JNU. During her M.Phil studies, she represented India at the BRICS and SCO Student Festival held in Ufa, Russia in 2016. Apart from performing Bharat Natyam dance representing India among the BRICS and SCO nations she has also presented a paper on public diplomacy. She keeps contributing articles on international relations and foreign policy. Her areas of interest include foreign policy, soft power, gender issues, public policy, diplomacy and disarmament.

Her session at the NITI and SRCC conference was chaired by UGC Joint Secretary Dr. Archana Thakur. Dr. Thakur appreciated Ms. Varma and taking into consideration the urgency of the topic has taken a copy of her paper and has promised to discuss the paper with AIIMS doctors and initiate a pan India survey based on their recommendations. The paper was also forwarded to Honourable Vice President of India, Shri V. Naidu and Governor of Puducherry Ms. Kiran Bedi.



SHINEH SURI

Curriculum Designer & Counsellor, Free-Lance Consultant & President Ashmita Foundation (NGO)

Ms. Shineh Suri has a teaching experience of more than 12 years and is currently pursuing Ph.D in Education. Prior to this, she completed her M.Phil in Education. She is also M.Ed and B.Ed in Education with Masters in Food & Nutrition. Ms. Suri also worked for NIOS in Content Writing in Health & Nutrition Area. She has got her papers published related to education in various Journals and Magazines. She is also an examiner with SCERT for various practical exams related to Diploma in Pre-

School Education.



वंदना यादव

सीनियर कॉर्रेस्पॉन्डेंट, शाइन दिल्ली व संपादक, वंदना मीडिया

वंदना यादव पिछले करीब ढाई साल से डिजिटल मीडिया और मीडिया अध्यापन की दुनिया में सक्रिय है। फिलहाल वंदना यादव दिल्लीकृएनसीआर की लोकप्रिय न्यूज वेबसाइट www.shinedelhi पद में बतौर सीनियर कॉर्रेस्पॉन्डेंट काम कर रही हैं। इसके साथ ही वंदना यादव डिजिटल मीडिया पर अलग-अलग यूनिवर्सिटी में वर्कशॉप और मीडिया इवेंट का आयोजन कराती हैं। वेब मीडिया में सक्रियता के साथ-साथ वंदना यादव एमिटी यूनिवर्सिटी(गुड़गांव) से जर्नलिज्म और मास कम्यूनिकेशन में पीएचडी कर रही हैं। इससे पहले ये टूरिज्म और इंडस्ट्री में करीब 8 सालों तक सक्रिय रही हैं। वंदना यादव का यू-ट्यूब पर टंदकंदं डमकपं नाम से अपना चैनल है, जिसके कई वीडियो यू-ट्यूब पर बेहद लोकप्रिय हुए हैं। नोटबंदी के दिनों में वंदना यादव की धारदार रिपोर्टिंग सोशल मीडिया पर काफी चर्चित रही। वेब पत्रकार के अलावा वंदना यादव लोकप्रिय कवयित्री भी हैं और उन्होंने हिंदी अकादमी और दिल्ली सरकार द्वारा आयोजित कई राष्ट्रीय युवा कवि सम्मेलनों में अपना



काव्य पाठ किया है। दिल्ली यूनिवर्सिटी के किरोड़ीमल कॉलेज और लक्ष्मीबाई कॉलेज में वंदना यादव का काव्य पाठ बेहद सुर्खियों में रहा था।



डॉ विदुषी शर्मा

शिक्षा— M.A., M-PHIL, PH.D., PRABHAKR, B.ED

वर्तमान स्थिति — दिल्ली स्टेट की जनरल सेक्रेटरी इंटरनेशनल ह्यूमन राइट्स आर्गनाइजेशन।

एसोसिएट एडिटर चीफ कोऑर्डिनेटर दिल्लीएनसीआर सदस्या, नेशनल एग्जीक्यूटिव बॉडी, मिशन न्यूज टीवी.कॉम.

कुल शोध प्रकाशन — 17

अंतर्राष्ट्रीय सम्मेलनों में पत्र वाचन सहित सहभागिता — 15

राष्ट्रीय सम्मेलनों में पत्रवाचन सहित सहभागिता — 18

सम्मान Awards प्राप्त — 14

सदस्यता

- संपादकीय सहयोगी, हिंदुस्तानी भाषा अकादमी, दिल्ली की त्रैमासिक पत्रिका 'हिंदुस्तानी भाषा भारती'।
- हिम् उत्तरायणी पत्रिका, नई दिल्ली के संपादक मंडल की सदस्या।
- बोहल शोध मंजूषा शोध पत्रिका के संपादक मंडल की सदस्य!
- साहित्यपीडिया, हिंदी
- नवप्रभात जन सेवा संस्थान, लखनऊ, दिल्ली।
- एनवायरनमेंट एंड सोशल वेलफेयर सोसाइटी, खजुराहो।
- विधि भारती परिषद्, दिल्ली।
- ग्रीन केयर सोसाइटी मेरठ
- युवा शक्ति मंच झज्जर, हरियाणा



GEETU

B. Com (Hons.), M. Com., UGC NET (Commerce)

Ms. Geetu, post-graduated from Kurukshetra University, Haryana. Prior to this she pursued B.com (Hons.) from Lakshmi Bai College, University of Delhi. During her graduation time; she has worked in an NPO and a life skill Education Programme. She has qualified University Grant Commission's National Eligibility Test (NET) in Commerce. She has published three research papers in International peer reviewed Journals. She has presented research papers in National and International Conferences. She has also worked in minor research reports in

Finance & Rural Marketing. Her areas of interest include Human Resource Management, International Economics, Organizational Behaviour and Stress Management.



JAYASHREE KALITA

Student, Department of English, St. Joseph's College, Bangalore

Ms. Kalita is currently pursuing her Post Graduation from the Department of English, St. Joseph's College, Bangalore. She completed her B.A. (Hons) English from Handique Girls' College, Guwahati University, Assam. She is an active social worker and has volunteered for educating many underprivileged children who were rescued by Childline and were provided a safe roof in the shelter home of Kalyani



Niwas (Guwahati) under ICCW. Her areas of interest include – Western Literature, Women Studies, Gender Studies, Greek Mythology, Dalit Literature, Business Management and Economics.



LAVINA

Research Scholar, Haryana School of Business, Guru Jambheshwar University of Science & Technology, Hisar, Haryana

A recipient of University Grant Commission's Junior Research Fellowship, Ms. Lavina is currently pursuing PhD (finance) at Haryana School of Business, Guru Jambheshwar University of Science & Technology, Hisar. She pursued her Bachelor of commerce and Master of Commerce from C.R.Kisan College, Jind, Haryana. Her areas of interest include – Family Business, Financial Distress and Gender Diversity.



POONAM MULCHANDANI

Research Associate, Indian Institute of Foreign Trade, Delhi

A Post Graduate in Economics currently working as a Research Associate at Indian Institute of Foreign Trade. She did her graduation in Economics from Banasthali University. During her Graduation she was honored with silver medal from Department of Economics from Banasthali University. After her graduation she did her Post graduation from Fergusson College, Pune University (2015-17), where she was conferred with Late Prof. Jivraj L Gandhi Prize on achieving first rank in college.

Previously, she has worked with IIM Ahmedabad's Centre for Incubation and Entrepreneurship as a Research Intern. She has also worked with Department of economics, IIT Kanpur as a Research Assistant. Her areas of interest include Macro Economics, International Trade and Development Economics.



DIPALI YADAV

Ph.D. Scholar, Indian Institute of Foreign Trade, Delhi

Ms. Dipali is pursuing Ph.D. in the area of food safety standards on India's export from Indian Institute of Foreign trade. Prior to IIFT, she worked as a Teaching assistant in Business Environment area with IIM Lucknow. She holds an MBA in International Business from Aligarh Muslim University. She has presented papers in international conferences organized by Academy of International Business in Minneapolis, WTO, PAN IIM, and IIM Indore. She has also prepared reports for Ministry of textile and Ministry of commerce.



DR. SANGEETA MITTAL

Assistant Professor, Guru Jambheshwar University of Science & Technology, Haryana

Dr. Sangeeta Mittal is currently working as an assistant professor at Haryana School of Business, Guru Jambheshwar University of Science & Technology. She has been teaching since 1999. She pursued her masters in commerce and business administration. During her post-graduation she was awarded with a gold medal by IMSAR, MDU, Rohtak. Her area of specialization is finance. Her paper titled "Analysis of the Causal Relationship between FDI and Trade in BRICS Nations- An

Empirical Study" was awarded as Best paper in the UGC sponsored international conference organized by Department of Commerce, Ramanujan College on 21-22 September 2017.



**SHAILENDER KUMAR**

B. Com, M. Com., UGC NET (Commerce)

Shailender Kumar recently post-graduated from Kurukshetra University, Haryana. He graduated from Delhi College of Arts and Commerce, University of Delhi. He has qualified University Grant Commission's National Eligibility Test (NET) thrice in Commerce. During his Post Graduate Studies, his three Research Papers have been published in an International peer reviewed Journal. Till date, he has presented research papers in National Seminars and International Conferences. He has also worked in minor research reports in finance & rural marketing. His

areas of interest include Finance, International Trade, International Economics and Agricultural Finance.

**VARUN CHATURVEDI**

Graduate Student, Centre for Health and Mental Health, Tata Institute of Social Sciences, Mumbai

Varun is currently a Graduate Student at the Centre for Health and Mental Health, Tata Institute of Social Sciences, Mumbai. He was a Junior Research Fellow (Neuroscience) for National Brain Research Center, Manesar, India. His background in various disciplines of Computer Science, Neuroscience and Mental Health gives him a unique lens to look at mental health concerns from a larger perspective. His area of interests includes- Mad Studies, Mental Health

Marginalisation and Human Rights, Psychosocial Recovery and Rehabilitation, Positive Mental Health, Community Mental Health, Children and Mental Health, Mental Health Policy, Programmes, Law and Advocacy.

**DHANASHRI WANKHEDE**

Student of M.A. in Social Work in Mental Health, Center for Health and Mental Health

Tata Institute of Social Sciences, Mumbai

Ms. Dhanashri is pursuing her master's in social work in Mental Health from Tata Institute of Social Sciences, Mumbai. While pursuing her graduation, she had developed interest in mental health issues. She has worked in collaboration with BMC (Brihanmumbai municipal corporation)'s health department in 2017, wherein she worked for awareness of community health, maternity, family planning, and

prevention measures of diseases, in the slum dwelling and other urban localities of Mumbai. For her master's research she is working on "Psychosocial Disability, Stigma and Discrimination: workplace perspective", and her areas of interest include- mental health issues with women and children and the stigma and discrimination associated with mental health in the society.

**SAMRIDDHI GUPTA**

Masters Student, Social Work in Mental Health, TISS, Mumbai

A second-year student, Miss Samriddhi Gupta is currently pursuing her master's degree in Social Work in Mental Health at the Tata Institute of Social Sciences, Mumbai. She completed her graduation from Fergusson College, Pune University. Her area of interest includes Welfare of Children and Women, Teaching and Counselling.





DR SHUBHADA MAITRA

Dean and Professor, School of Social Work, TISS, Mumbai

Prof. Shubhada is Dean and Professor, School of Social Work, TISS Mumbai. She has done an M.A. in Medical and Psychiatric Social Work from, TISS, Mumbai and a PhD in Social Work from Mumbai University. After graduating from TISS, she taught at the Matru Seva Sangh Institute of Social Work, Nagpur, worked as a School Counsellor, and as a coordinator with the Council for International Fellowship (India) till she joined TISS in 1991. She is in charge of two field action projects of TISS, Tarasha (a community-based project that works on recovery and reintegration of women with mental disorders) and Muskaan (the child and adolescence guidance centre of TISS). At TISS she teaches courses on Qualitative Research, Mental Health, Counselling and Therapeutic interventions and Health Communication. She has published in national and international journals. Her areas of expertise include mental health, gender, sexuality, and violence with a focus on women and children.



आदर्श कुमार

असिस्टेंट प्रोफेसर, नोएडा इंटरनेशनल यूनिवर्सिटी

आदर्श कुमार फिलहाल नोएडा इंटरनेशनल यूनिवर्सिटी के स्कूल ऑफ जर्नलिज्म एंड मास कम्यूनिकेशन में असिस्टेंट प्रोफेसर हैं। इसके साथ ही आदर्श कुमार मणिपाल यूनिवर्सिटी, जयपुर से जर्नलिज्म एंड मास कम्यूनिकेशन विषय में पीएचडी कर रहे हैं। इससे पहले आदर्श कुमार बतौर एसोसिएट प्रोफेसर राष्ट्रीय न्यूज चैनल 18 न्यूज (पहले स्टार न्यूज) में करीब 12 साल तक कार्यरत रहे। नवंबर, 2005 में स्टार न्यूज ज्वाइन करने से पहले कुछ समय तक 'आज तक', 'ऑल इंडिया रेडियो' और 'जनसत्ता' से जुड़े रहे। कुल मिलाकर आदर्श कुमार राष्ट्रीय मीडिया की दुनिया में पिछले 16 सालों से सक्रिय हैं। मीडिया अध्यापन और पत्रकारिता जगत के अलावा आदर्श कुमार हिंदी काव्य जगत में भी बतौर राष्ट्रीय कवि प्रतिष्ठित हैं— इन्होंने देश के सबसे बड़े ऐतिहासिक—राजकीय लाल किला कवि सम्मेलन में भी साल 2017 में काव्य पाठ किया है। आदर्श कुमार की किताब 'अक्षर अक्षर आदर्श' जापान समेत दुनिया के कई हिस्सों में लोकप्रिय है। आदर्श कुमार हिंदी पत्रकारिता एवं जनसंचार विषय से स्नातक में दिल्ली यूनिवर्सिटी के टॉपर रहे हैं। हिंदी पत्रकारिता एवं जनसंचार विषय में गोल्ड मेडलिस्ट आदर्श कुमार को दिल्ली यूनिवर्सिटी के भीमराव अंबेडकर कॉलेज में बेस्ट स्टूडेंट का अवॉर्ड भी हासिल हुआ था। हिंदी अकादमी से आशुलेखन के लिए भी इन्हें पुरस्कार प्राप्त है। ग्रेजुएशन के दौरान दिल्ली की तत्कालीन मुख्यमंत्री शीला दीक्षित ने इन्हें सर्वश्रेष्ठ छात्र के पुरस्कार से सम्मानित किया था।



AKRITI DUREJA

B.A. Economics (Hons.), Shri Ram College of Commerce, University Of Delhi

Ms. Akriti Dureja is currently a third year undergraduate student at Shri Ram College of Commerce pursuing Bachelors in Economics honors with an aggregate of 9.42 CGPA. She did her schooling from St. Thomas' School, New Delhi and was the recipient of the certificate of merit for being among the top 0.1% of successful candidates in mathematics by CBSE. She worked as a research intern at Centre for Socio-Economic and Political Research under the guidance of Dr. Vivek Kumar, Founder and Executive Director. Ms. Dureja has also completed a course in Managerial Economics offered by Indian Institute Of Management, Bangalore. She is the co-founder of Amoli, which aims to make our precious yet vulnerable children aware about the bitter reality of child sexual abuse. Apart from this, she established Kalaksherta, the Indian Dance Society of Shri Ram College of Commerce.



**ANUPAMA SHARMA**

Assistant Professor, School of Communication, Amity University, Noida (U.P)

Ms. Anupama Sharma is currently working as an Assistant Professor at the School of Communication, Amity University, Noida Campus. Ms. Sharma has a Ph.D in Media Ethics (Right to Information Act) from Panjab University, Chandigarh. She pursued her B.A. in Economics and Geography from Himachal Pradesh University and went on to complete her MS in Communication from Garden City College, Bangalore University. She has participated in various national and international conferences, seminars and presented papers on RTI Act, development reporting, women empowerment, and child abuse. She has also been a panellist for discussions on implementation of RTI Act on various platforms. Her areas of interest include- Communication Theories, Media Ethics, Public Policy and related research.

**ASHISH MITTAL**

Deputy Head, Indirapuram Public School, Pratap Vihar, Ghaziabad, Head of Examination, Indirapuram Group of Schools, Research Scholar, Mewar University, Rajasthan

Mr. Mittal holds Master's degree in Mathematics and Philosophy. He has also obtained M.Ed. from C.C.S. University. He is currently pursuing the Doctoral Programme from Mewar University. He has qualified National Eligibility test (UGC-NET). He has been selected as a 'Mentor of Change' under the project of AIM by Niti Aayog. His contribution is also recognized as the trainer for STEM (Science Technology Engineering & Mathematics) kit. He is heading the entire functioning of examinations of all the Senior Secondary Schools associated with Indirapuram Group of Institutions since last 5 years along with being the Deputy Head of the Institution). His emphasis is always on innovative pedagogic practices which encourages his students to think critically in Mathematics. He is also a guest faculty in St. Thomas College of Education, Greater Noida and R.C.C. Girls College, Ghaziabad. His academic pursuit is to gain an understanding of the multifaceted nature of the school and its students.

**HEENA FEROZ**

Research Scholar, Department of English, University of Jammu

Ms. Heena Feroz is currently pursuing her M. Phil from Department of English, University of Jammu. Prior to this, she pursued her B. SC from Women's College M. A Road, University of Kashmir and then went on to complete her M. A (English) from Govt. Gandhi Memorial Science college, University of Jammu. Her areas of interest include African Feminism, Gender and Women Issues, Female Genital Mutilation and Effect of Conflict on Kashmiri women and men.

**PUJYA PRIYADARSHNI**

Consultant, Government and Public Sector Advisory, PricewaterhouseCoopers

A Consultant with PricewaterhouseCoopers' Government and Public Sector (G&PS) Advisory vertical, Pujya holds a Master's in Public Administration (MPA) degree from Columbia University, New York. She is passionate about financial inclusion and economic development. Her journey started when she worked with the marginalized rikshaw-puller community in Delhi during her undergraduation from Shri Ram College of Commerce, University of Delhi. She went on to do research work with the India Centre for Migration and the Deshkal Society. She has worked with the UNDP Maldives, UNDESA New York and MasterCard USA. A creative person, she is a trained Kathak dancer. She has contributed articles to The Hindu and is a guest blogger at ZindagiTalkies.



**DR. PUNEETA GOEL**

Assistant Professor, Amity College of Commerce & Finance, Amity University

Dr. Goel has done her Ph.D in Corporate Governance and Ethics. She has more than 18 years of experience in academia at different management institutes. She has also published 12 books in the domain of Business Ethics and Corporate Governance. Her area of research interest includes Sustainability, Corporate Social Responsibility, Corporate Governance and Business Ethics and their implication on financial performance.

**RUPALI MISRA**

Research Scholar, Department of Management, Dayalbagh Educational Institute

Ms. Rupali Misra is a research scholar at the Department of Management, Dayalbagh Educational Institute, Dayalbagh, Agra. She is currently pursuing her doctoral work as per a MoU with IIT-Delhi. She is also working as an Assistant Professor in Amity College of Commerce and Finance, Amity University, Noida. She has more than 14 years of experience in academia and corporate. Her area of research interest includes studying the role of psychological dimensions in decision making under Behavioural Finance, work-place Spirituality and

Consciousness.

**SHUBHANGI SINGH SHUKLA**

Research Scholar, Amity Business School, Amity University

Ms. Shukla is a research scholar at Amity Business School, Amity University. She has 8 years of banking experience and her research interests include studying the dimensions for adoption of digital financial services.

**RICHA SHARMA**

Research Scholar, University Of Jammu

Ms. Richa Sharma is currently pursuing Ph.D from Department of English, University of Jammu. She has done her graduation from GDC, Poonch and completed her B.Ed. and M.A. from University of Jammu. She has qualified State Eligibility Test conducted by University of Kashmir. She has attended many workshops and symposiums and presented papers in national and international conferences. She has also published several papers in international journals dealing with various issues such as Caste System, Gender, Religion, Patriarchy,

Globalisation, Communication etc. She has authored a book on Caste System titled “Understanding Caste System”. Presently, she is working as an Assistant Professor on contractual basis in the Department of English, University of Jammu.

**SAMINA KHAN**

Research Scholar, Department of English, University of Jammu

Ms. Samina Khan is currently pursuing her M. Phil from Department of English, University of Jammu. Prior to this, she pursued her B. Sc from GCW Parade, Jammu and then went on to complete her M.A. (English) from University of Jammu. Her areas of interest include Postmodernism, Feminism and Science Fiction.

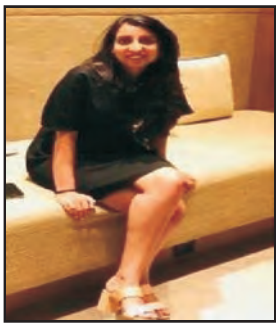




TANVI YADAV

Ph.D Scholar, Department of Public Policy, Law and Governance, Central University of Rajasthan

Ms. Tanvi Yadav is a second year Ph.D student of Public Policy, Law and Governance at the Central University of Rajasthan in India. She works in the areas of criminal laws, law and society and constitutional rights. She has written several conference papers and published papers in constitutional and customary laws of tribes, rights of tribal women, and culture and languages of tribes. Ms. Yadav has done litigation for one year after her graduation in Law in Delhi. During her under-graduation in the University of Delhi, she undertook numerous solo expeditions to the tribal belts of India to explore and acquire firsthand knowledge of the art, culture, languages and history of the indigenous communities. Impressed with the knowledge system of tribes, she has worked on Constitutional viability of Customary Laws of the tribes, for her LLM dissertation. Currently, she is working on witch hunting in Rajasthan from socio-legal perspective for her Ph.D thesis.



IPSITA AGARWALLA

Chartered Accountant

Ipsita, originally from Guwahati, Assam is a chartered accountant by profession. She graduated with a degree in Bcom (H) from Hansraj college, University of Delhi and currently works in the merger and acquisitions division of a Big Four in Gurgaon. A finance enthusiast, Ipsita is extremely passionate about her work. Her areas of interest include private equity, finance, merger and acquisition, environmental and gender issues.



VANDANA

Teacher Educator at DIET, State Council of Educational Research and Training, Delhi, Research Scholar in Education Amity University

Vandana is a teacher educator at DIET, State Council of Educational Research and Training, Delhi. She is a postgraduate in Clinical Psychology and English. Currently, she is pursuing her doctoral research in education from Amity university. She has authored more than 10 research papers and presented/published in national and international conferences and journals. Her interest lies in pedagogical procedures and in English language.



SANJAY KUMAR

Teacher Educator, State Council of Educational Research Training, Research scholar in Education of Jamia Millia Islamia University

Sanjay is a teacher educator at State Council of Educational Research and Training, Delhi. He is a postgraduate in Applied Psychology and Mathematics. Currently, he is pursuing his doctoral research in education from Jamia Millia Islamia University. He has authored more than 15 research papers and presented/published in national and international conferences and journals. He has also published a book titled "mathyoga9211" for Partridge India Publication. His interest lies in pedagogical procedures and in Mathematics.





KAMAKSHI KHOSLA

Post graduate Student, Department of Psychology, University of Delhi

Kamakshi Khosla is a Post Graduate student of Psychology at the University of Delhi (North Campus), an emerging researcher, and an international student affiliate of the Divisions of Cognitive and Experimental Psychology, and Social and Personality Psychology of the American Psychological Association (APA). Her research interests cut across disciplines within and outside of Psychology to focus on the confluence of three main areas: gender and inter-group relations, social influence and persuasion, and social action within technologically mediated environments. She has presented her research at national as well as international conventions such as 126th Annual Convention of the American Psychological Association, San Francisco (USA), 27th Annual Conference of National Academy of Psychology, IIT-Kharagpur; the 93rd Annual Convocation Research Display, University of Delhi; and the 18th Annual Convention of the Society for Personality and Social Psychology, Atlanta (USA). Her recent publications include HumSafar: An Android App enabling a Safer Way to Travel (2016, IEEE Explore), and Digitizing Women Safety: A Game of Phones! (2018, Conference Proceeding for 6th ICEIM, 2018). Through her research, Kamakshi aspires to harness the potential of technology to facilitate social action, and by extension, social change.



DR. SURUCHI BHATIA

Assistant Professor, Department of Applied Psychology, SPM College for Women, University of Delhi

Dr. Suruchi Bhatia is an Assistant Professor of Applied Psychology at S.P.M. College for women, University of Delhi. She received her doctorate in Psychology from the University of Delhi. Her recent publications include Determinants of Women's Empowerment: An Empirical Inquiry (2017) and Does reservation alter the mindset? A research enquiry vis-à-vis Fear of Failure, Locus of Control and Personal Effectiveness among undergraduate girl students across disciplines (2015). Her research interests lie in the field of organizational behavior, social psychology and psychology of gender.



GOPA BHARDWAJ

Retired Professor
Department Psychology, University of Delhi.

Gopa Bhardwaj is Professor of Psychology at the University of Delhi. She received her M.A. (as gold medalist) from Banaras Hindu University (BHU) in 1969, an M.Sc. in applied psychology from Aston University, UK in 1974, a Ph.D. in industrial psychology from BHU (1973). Professor Bhardwaj has also been a Commonwealth Fellow. She has held faculty appointments at BHU and Faculty of Management Studies, University of Delhi, and guest faculty appointments at the School of Social Work, University of Delhi; Indian Institute of Technology Delhi; and Police Training Academy, Delhi, among others. She has also been dean of the Faculty of Arts, University of Delhi, and Director, Centre for Professional Development in Higher Education (ASC-UGC). Professor Bhardwaj has been a consultant to the Centre for Social Science Research on Leprosy, Wardha, under WHO; GAIL (Gas Authority of India Limited), DANIDA (Danish International Development Agency), DRDO (Defence Research and Development Organization), etc. She is on the editorial boards of the Asian Journal of Social Psychology and other Indian journals, and is a member of the Indian Science Congress Association, Bangladesh Psychological Association, and the Indian Academy of Applied Psychology Association. Besides this, she has been the principal investigator of several projects of the DRDO, and of an ICSSR project. Professor Bhardwaj has contributed numerous articles to reputed journals and chapters to edited volumes.



**Nidhi Arora**

Assistant Professor, Computer Science Department, Kalindi College, University of Delhi

Ms. Nidhi Arora is an Assistant Professor in the Department of Computer Science Kalindi College, University of Delhi. She has an overall teaching experience of more than 16 years in Delhi University. Apart from teaching, she has also been pursuing her Ph.D. from Department of Computer Science, University of Delhi and submitted her thesis in December 2017. She has many publications in peer reviewed International journals of reputed publishers such as Springer, Taylor & Francis, IGI global and Inderscience. She has also written chapters for ILL modules and Springer edited books. She has been a speaker in national/departmental seminars and has been a part of technical review committee in international conferences. Her areas of research interests are social networks and media analytics, algorithms and machine learning techniques. She is also actively involved in various administrative assignments of Kalindi College as well as University.

**DR. REENA JAIN**

Assistant Professor, Computer Science Department, Kalindi College, University of Delhi

Dr. Reena Jain is working as an assistant professor in Kalindi College, University of Delhi. She has earned her Ph.D. in Mathematics. She has dual masters, one in Operational Research from the Department of Operational Research, Faculty of Mathematical Sciences, University of Delhi and the other in Mathematics from Department of Mathematics, C.C.S. University. She has qualified NET. Her research interest lies in the field of Inventory Management and Supply Chain Management. She has published papers in proceedings of ICPQROM and International Journal of Strategic Decision Sciences, YUJOR etc. She has also published one chapter in a book “Analytical Approaches to Strategic Decision-making Interdisciplinary consideration” published by IGI global.

**DR. VANDANA GUPTA**

Associate Professor, Computer Science Department, Kalindi College, University of Delhi

With an experience of 21 years, Dr. Vandana Gupta is currently teaching Computer Science in Kalindi College, University of Delhi. She has a sustained track record of quality teaching, innovation and excellent research contributions in the field of Software testing, Operating systems, databases. She holds Master of Computer Applications degree from MDU Rohtak and Ph.D. from Guru Gobind Singh Indraprastha University, Delhi. Dr. Vandana has to her credit numerous publications in reputed National/International Journals and Conferences. She has also mentored several M.Phil. students. Her area of research lies in Software Testing with special focus on improving the effectiveness of software testing.

**SMITA TEJWANI**

Research Scholar, Bharathiar University, Founder, Feminity by Smita Gurnani

Ms. Tejwani graduated in Economics [B.A. (Hons.)] from Hindu College, University of Delhi and thereafter completed M.A and M.Phil. She has submitted her Ph.D (Economics) Thesis in May 2018. She has worked as an Assistant Professor for six years with one of the reputed institutes affiliated to GGSIPU. She has travelled across the globe and gained knowledge about beauty industry and started her venture, Feminity by Smita Gurnani in October 2014.





SAFOORA HABEEB

Senior Research Fellow, Jamia Millia Islamia (Central University)

Ms. Habeeb is a Senior Research Fellow and pursuing her Ph.D from Department of Commerce and Business Studies, Jamia Millia Islamia, New Delhi. She has more than 5 years of teaching, experience at graduate and post graduate level of Business and Science courses. She has published several research papers in National and International Journals and presented research papers in various National and International Conferences/Seminars. Ms. Safoora Habeeb is a recipient of 'Best research paper award' in International Conference of Amity (ICACCF 2017) on Impact of Emerging Trends in Entrepreneurship: Focus on Digital India, Startup India Stand up India Initiative in 2017. She is an active researcher and renders her services as research paper reviewer to reputed Scopus indexed journal of Inderscience. She has attended various workshops and FDPs; and organized many training sessions for the junior research scholars of the department. Ms. Safoora has meritoriously completed **Entrepreneurship Deveopement Programme** from Incubator for Small Enterprises Establishement (ISEE) – NSIC, Okhla Industrial Area. She has also successfully completed 4 weeks **#Startup Learning program**, and conferred certification by Invest India – National Investment Promotion Agency



SANJEET KUMAR SAMEER

Doctoral Student, Indian Institute of Management (IIM), Lucknow

Mr. Sanjeet is a doctoral student (Executive Fellow Programme in Management) at Indian Institute of Management, Lucknow. He completed his masters (MBA) from Institute of Rural Management Anand (IRMA) and B.Tech from National Dairy Research Institute Karnal. He has also done Business Economist course from BWL Institute Basel, Switzerland. He is a recipient of scholarships from Government of India, Indian Council of Agricultural Research and Amul-Tata scholarship. Mr. Sanjeet has also qualified University Grant Commission's National Eligibility Test (UGC-NET).

He has worked in diverse business verticals such as bio-fuels, solar power, nuclear power, acquisition and management of international oil and gas assets, dairy etc. and in various roles viz. project development and monitoring, joint venture and international subsidiaries management, human resource co-ordination, international trade of crude oil, dairy product manufacturing and plant management etc. during 11 years of his industry experience. Presently, he is working at Indian Oil Corporation Limited, the highest ranked Indian firm in Fortune 500 list, as Manager (Exploration & Production). His areas of interest include Human Resource Management in Public Sector, Bottom-up Job Designing, Work Orientation, Internal Employability, Organizational Identification and Work Environment.



NEETI JAIN

Assistant Professor, PGDAV (M) College, University of Delhi

Following her passion for teaching, Ms. Jain is currently working in PGDAV (Morning) College, University of Delhi as an Assistant Professor. Prior to this, she pursued her B.Com. (Hons) from Janki Devi Memorial College, University of Delhi and then went on to complete her M. Com from Delhi School of Economics, University of Delhi, New Delhi. During her post graduate studies, she served as the Student Editor of her college magazine and as General Secretary of Rotaract Club, DSE. She has worked on a joint project by UGC, MHRD and University of Delhi – E-PG pathshala- as a Module Development Intern. In addition, in the past she has interned with the Times of India group, completed an entrepreneurship course by the Embassy of Netherlands & taught differently-



abled children as part of community service. She has undergone Life Skills Training by the Dale Carnegie Institute.



DR. NASEEB AHMAD

Associate Professor, Department of Commerce and Business Studies, Jamia Millia Islamia

Dr. Naseeb Ahmad is presently serving as an Associate Professor in Department of Commerce and Business Studies, Jamia Millia Islamia, New Delhi. He has more than 18 years of teaching and research experience in the area of Finance and Entrepreneurship. He has published several research papers in national and International Journals and presented many papers in National and International Conferences/ Seminars. Dr. Naseeb is a trained Entrepreneurship educator and has completed Entrepreneurship Educator Development Course (EEDC) from Indian School of Business (ISB), Hyderabad and has also completed Entrepreneurship Faculty Educator Program from NIESBUD, Noida. He has taken various initiatives towards entrepreneurship development and has organised more than 50 Entrepreneurship Development Programs, Entrepreneurship Orientation/ Awareness Programs. He is presently serving as Faculty Facilitator and Nodal Officer for PMYUVA Yojana (Ministry of Skill Development & Entrepreneurship). He is also serving as Project Director for a Major Research Project on 'Role of Livelihood Business Incubator in promoting Entrepreneurship' sponsored by ICSSR.

He has served as Honorary Deputy Director, Centre for Innovation & Entrepreneurship (CIE) and has worked as Coordinator, Livelihood Business Incubator (LBI) established under ASPIRE scheme of Ministry of Micro, Small & Medium Enterprises. He also served as Coordinator, Incubation & Entrepreneurship Development Division of Centre for Innovation & Entrepreneurship (CIE).



VANDANA VIKRAM KAMTHE

Jnana Prabodhini's Leadership, Development Centre in Pune

Vandana is currently working with Jnana Prabodhini's Leadership Development Centre in Pune. Apart from this, she is pursuing her MPhil in Social Work from Karve Institute of Social Service, Pune, Maharashtra. She is graduate from Pune University and completed her master's Degree in social work with specialization in 'Urban and Rural Community Development. She has also completed her Post Graduate Diploma in 'Women Studies' from Pune University. In addition, in the past she has also worked with Streevani on Kishori Vikas Project for Adolescent Girls and, with Jnana Prabodhini on the same project for adolescent girls. She has also worked as a Medical Social Worker in Deenanath Mangeshkar Hospital in Pune. She has an experience in running the Counselling related courses through 'Baya Karve Women Studies Centre in Pune. Her research interest lies in women's development issues.



SHAHID BASHIR

Research Scholar, Faculty of Social Science, University of Kashmir

A recipient of University Grant Commission's National Eligibility Test, Mr. Shahid Bashir is pursuing Doctoral Programme at the Faculty of Social Science, University of Kashmir. He pursued his B.A. from University of Kashmir and then went on to complete his M.A. (Sociology) from same University. In addition, in the past he was teaching in a Govt. Degree College (Drass). He has also worked with an NGO (Panun Kashmir). His areas of interest include – Sociology of Religion, Gender and Women Issues, Communism and Capitalism.





DR. RASHMI GOPI

Assistant Professor, Miranda House, University of Delhi

A recipient of University Grant Commission's Junior and Senior Research Fellowship, Dr. Gopi is currently teaching at Miranda House, University of Delhi. She has done her B.A. (Honours) Political Science and M.A. Political Science from Indraprastha College for Women, University of Delhi. Then she pursued her M. Phil and Ph.D. from Department of Political Science, University of Delhi. She has immense interest in issues of Gender. Her special focus has been on the question: how both masculinity and femininity are constructed in a given context and how they are being used as tools of both empowerment and oppression. She has done specialization in Gender Studies (Masculinity studies). Her other interest areas are Political Theory and Theories in International Relations. She has published articles in international and national journals on varied subjects like 'Masculinity and Nation: A study of Gandhi and Savarkar', 'Ayurveda Tourism: Issues of Development and Gender in Contemporary Kerala', 'Ragging aur Varchasvi Paurush' and 'The Arab-Israeli conflict and the UN'. She has authored the book 'Constructions of Masculinity in Three Political Spheres' in 2017.



NEELOFER HABIB

Research Scholar, Faculty of Social Sciences, University of Kashmir

A recipient of University Grant Commission's Junior Research Fellowship, Ms. Neelofer is pursuing the Doctoral Programme at the Faculty of Social Sciences, University of Kashmir. She completed her B.A. from Mehboob-ul-Alam College of Education Bandipora in 2013 and M.A. (Sociology) from University of Kashmir in 2015. Her areas of interest include – Sociology of Change and development, Gender and Women Issues, and Environment Sociology and Sociology of Education.



CHARU SHUKLA

LLB Student, University of Mumbai

Ms. Charu Shukla is currently pursuing the LLB degree from SVKM's Jitendra Chauhan College of Law (MITHIBAI), University of Mumbai. She pursued her B. Com (Hons.) in finance from Banaras Hindu University. During her undergraduate studies, she had done extensive field work research on Jayapur and presented report on the same. In addition to this, she has also worked with Swiss Time and THM Pvt. Ltd. She is currently working with Adv. Falguni Brahmhatt. Her areas of interest include legal issues, women and gender centric issues and environmental

matters.



BILAL AHMAD DAR

Research Scholar, Faculty of Social Sciences, University of Kashmir

A recipient of University Grant Commission's Junior Research Fellowship, Mr. Bilal Ahmad Dar is pursuing Doctoral Programme at Faculty of Social Sciences, University of Kashmir. He completed his B.A. from Govt. Degree College Pulwama in 2014 and M.A. (Sociology) from University of Kashmir in 2016. His areas of interest include – Sociology of Tourism, Gender and Women Issues, and Environment, Social Exclusion, Sociology and Sociology of education.





ANUJ GUPTA

Research Scholar, Faculty of Commerce, Banaras Hindu University

Anuj is a Senior Research fellow at faculty of commerce, Banaras Hindu University. He is a qualified UGC-JRF and pursued his graduation and post-graduation in Bachelor of Commerce and Master of Commerce, respectively, from Faculty of Commerce, Banaras Hindu University. He has presented research papers in 18 national, international conference, and seminars. He has also published 21 research papers in various international journals. His area of research interest includes- agro based units, foreign trade including regional and bilateral trade, marketing practices in specified units, women entrepreneurship and demonetization, GST, FDI and business ethics.



AKHILESH KUMAR

Research Scholar, Faculty of Commerce, Banaras Hindu University

Akhilesh is presently pursuing his research from Faculty of Commerce, Banaras Hindu University. He has qualified UGC-JRF twice and completed his graduation from MGKVP and post-graduation from Faculty of Commerce, BHU. He has presented papers in more than 10 national and international conferences. He has two research publications in the field of consumer behavior and digital marketing. His area of specialization is in the field of marketing, international business, finance, auditing, economics and accounting. His area of research interest includes- GST, demonetization, women entrepreneurship, MSMEs, etc



PROF. A.K. MISHRA

Professor, Faculty of Commerce, Banaras Hindu University

He is presently professor at faculty of Commerce, Banaras Hindu University. He has 35 years of teaching experience in various subjects of commerce. He has completed his graduation and post-graduation from the BHU. He has presented nearly 30 papers in various national and international conferences. He has to his credit more than two dozen research publications in various refereed journals. He has 4 book publications on money and banking, international marketing and public finance. Additionally, he has also supervised 15 research scholars. His area of interest includes- foreign trade, financial performance of sectors, marketing practices, etc.



AB QAYOOM SHAH

Research Scholar, Faculty of Social Sciences, University of Kashmir

A recipient of University Grant Commission's Junior Research Fellowship, Mr. Ab Qayoom Shah is currently pursuing Doctoral Programme at the Faculty of Social Sciences, University of Kashmir. He completed his B.A. from Govt. Degree College Bemina in 2013 and M.A. (Sociology) from University of Kashmir in 2015. In addition, he had also worked as academic arrangement lecturer at Govt. Degree College Handwara, Jammu and Kashmir. His areas of interest include – Sociology of Religion and Pilgrimage, Gender and Women Issues, and Environment Sociology and Sociology of Education.





DR. MALVIKA SINGH

Assistant Professor, Shivaji College, University of Delhi

Dr. Malvika Singh is an Assistant Professor in Department of political Science at Shivaji College, University of Delhi. An alumna of Lady Shri Ram College for Women. She is also a Research Fellow at Developing Countries Research Centre (DCRC), University of Delhi. She earned her Doctor of Philosophy in political Science from the Centre For Political Studies, Jawaharlal Nehru University (JNU), New Delhi. She is a guest faculty at various institutions including Pandit Deendayal Upadhyay National Academy for Social Security, New Delhi. Dr. Singh has

participated in several national and international conferences, seminars and workshops. She has also published her research papers in reputed journals. Her areas of academic interest and specialization are political philosophy, international Political Economy and Gender Studies.



DR. MINI JOSEPH

Associate Professor and Head [Research Guide], Research & Post Graduate Department of Commerce, Kuriakose Gregorios College, Pampady

Dr. Mini Joseph is currently the Head of the Department of Commerce, Kuriakose Gregorios College, Pampady and Chairman of Post Graduate Board of Studies Commerce, Mahatma Gandhi University. Dr. Joseph has an experience of 22 years in teaching and has published 22 research papers in international and national journals. She has done M. Com and Ph.D. from Mahatma Gandhi University, M.Phil. from University of Kerala and MBA from IGNOU. She is also a JRF holder from

University Grants Commission. Dr. Joseph is presently involved in a major research project funded by University Grants Commission. Her area of interest is banking and finance.



GAURAV RANA

Assistant Professor, Shri Ram College of Commerce, University of Delhi

Gaurav Rana is an Assistant Professor at Department of Commerce, Shri Ram College of Commerce, University of Delhi. A recipient of University Grant Commission's Junior Research Fellowship, Mr. Rana is pursuing Ph.D. from Department of Management Studies, Indian Institute of Technology, Delhi. He has completed his M. Com from Hansraj College, University of Delhi in 2013 and Graduation (B. Com) from Shaheed Bhagat Singh College, University of Delhi in 2010. He has delivered lectures on Research in Social work at various institutes. He

was founding member of Atman Club at College and Currently Associated with College's Prestigious Office of International Programme. He was a member of Scientific Committee (2016 and 2017) at University of Poland. He has contributed several research papers at various national and international level. Particularly, he has presented research papers in 15 international level conferences organized at India, Malaysia and Australia. He has been awarded 'Best Paper Award' at India as well as Malaysia. Some of his papers were downloaded and read more than 2000 times across world (more than 50 countries). His area of research is Strategic Management and Destination Management.



NEETI NAGAR

Assistant Professor, Shaheed Bhagat Singh College, University of Delhi

Neeti Nagar is an Assistant Professor in the Department of Commerce of Shaheed Bhagat Singh College, University of Delhi. A recipient of University Grant Commission's Junior Research Fellowship, Ms. Nagar is also pursuing M.Phil. from Department of Commerce, Delhi School of Economics. She has completed her M. Com from Janki Devi Memorial College of University of Delhi in 2013 and Graduation (B. Com) from Mata Sundri College of University of Delhi in 2011. She



has contributed several research papers at various national and international level. So far, she has presented her paper in 6 international level conferences. Her area of research is Destination Marketing and Branding.



DR. CHANCHAL CHOPRA

Associate Professor, Janki Devi Memorial College, University of Delhi

Dr. Chanchal Chopra is an Associate Professor at Janki Devi Memorial College, University of Delhi, India. She has also been the visiting faculty at the Department of Commerce, Delhi School of Economics, from 2002 to 2004. Dr Chopra is B.Com (Hons) from Shri Ram College of Commerce, University of Delhi and M.Com., M.Phil., and Ph. D. from Delhi School Of Economics, University of Delhi. She has 36 years of teaching experience. Her areas of specialization include International Business and Taxation.

Dr. Chopra has also authored the book “Foreign Investment in India: Liberalization and WTO-The Emerging Scenario”. Further, her research papers have been published in UGC approved international journals and other peer reviewed journals. She has been the Editor-in-Chief and Co-Editor-in-Chief of the Conference Proceedings of conferences organised by Global Science and Technology Forum, Singapore and has also been the Chairperson of the International Conference on Management, Business and Economics- 2016 and 2018 at ITM Business School, Chennai and Carmel College of Arts, Science and Commerce for women, Goa.

She has presented papers at International Conferences in USA, Singapore and UK and in national and international conferences organised by CII, International Law Association, Indian Business School, International Multi-Disciplinary Research Foundation, Kristu Jayanti College, Appeejay Management School, International Research Organisation and other institutions. She has also been the recipient of BEST PAPER AWARD and BEST PRESENTATION AWARD for her research papers.



TINNY DAWAR

Research Scholar, Lady Irwin College, University of Delhi

A recipient of University Grants Commission’s Junior Research Fellowship, Ms. Tinny Dawar is currently pursuing Doctoral Programme in Department of Home Science, Lady Irwin College, University of Delhi. She pursued her B.Sc Home Science, B.Ed and M.Sc degrees from the same institute. She worked as Assistant Professor, in Department of Development Communication & Extension, Lady Irwin College, University of Delhi, India from 2008 to 2014. As a part of her PhD work, she is looking at gender concerns in content and delivery of curriculum in Municipal

Corporation Schools of Delhi. She has presented research papers in International and National conferences and published in peer reviewed journals and contributed chapters in books.



LAKSHITA BHAGAT

PhD Research Scholar, Jawaharlal Nehru University

She is currently a doctoral candidate at the Centre for European Studies, School of International Studies, Jawaharlal Nehru University (JNU) and previously done her MPhil from the same center. She holds UGC NET (National Eligibility Test) in Political Science and Women’s Studies. Prior to that, she completed MA in Political Science from Centre for Political Studies, JNU and BA (Hons) Economics from Shri Ram College of Commerce, University of Delhi. Ms Lakshita has presented papers at various national and international conferences. Her research interest domain

includes- gender and women issues in India and outside, particularly Europe, democracy, electoral politics, Ambedkar, Constitution.





TABASSUM SULTANA

Research Scholar, St. Joseph's College (Autonomous), Bangalore

With a bachelor's in biotechnology, Ms. Sultana is currently pursuing her master's from St. Joseph's College, Bangalore. She has completed her B.E from Oxford College of Engineering, Bangalore. In addition, in the past she has also worked as an intern with Azyme Biosciences Private Ltd, where she has won the best Intern award. She has been a member of YFS for two years. She actively participates in Outreach workshops to uplift the Primary education system in village areas. Her areas of interest include – Gender and Women Issues, Orientalism, Caste Politics

and Gene Coding.



DR. SANDHYA AGGARWAL

Associate Professor, Asian Education Group, Asian Business School, Noida

Dr. Sandhya Aggarwal is an Associate Professor, with over 26 years of experience blended with Corporate Sectors and Academics - CMC Limited (was an information technology services, consulting and software company, now part of the TATA Group and is owned by Tata Consultancy Services), Max New York Insurance Ltd., American Embassy- Delhi (HR), ICFAI University (INC). She pursued her B.A. (Hons) Political Science from Janki Devi Memorial College, University of Delhi and went on to complete her M.B.A, M.A. (Political Science) and. Diploma in

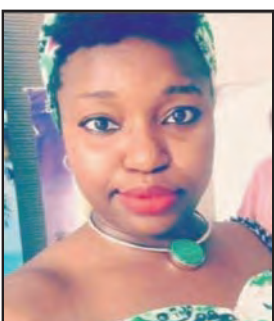
Entrepreneurship and Business Management from Entrepreneurship Development Institute of India, Ahmedabad. She is also on the panel of various B-Schools/ Universities in Noida and International Academic Professional Body–Stratford University U.S.A-Delhi India Campus. She has regularly contributed research papers and articles at National and International Seminars and Conferences. She has also reviewed a book of McGraw Hill Education Publishers on “International Human Resource Management” She is on the editorial board of Management Research Journals. Her areas of interest include – Human Resource Management, International Human Resource Management, and Women Entrepreneurship.



TANUSHREE CHANDRA

Ex GMA, Citi Bank, Student Delhi School of Economics

Tanushree Chandra is a final year student at Delhi School of Economics, pursuing Masters in Economics. She completed her undergraduate studies in Economics from Shri Ram College of Commerce, Delhi University in 2016. Post that, she did a one-year stint in Treasury and Trade Solutions with Citi India in Mumbai. In addition, she also interned at Department of Payment Systems and Settlement, Reserve Bank of India from May-July, 2018.



UDOCHI UGONNA ONYEIKE

Udochi Ugonna Onyeike is a graduate of Medical Physiology. Being a woman empowerment activist led her to found an Association, African Ladies Association which unites and empowers women. She became Joint Secretary of External Affairs (2017/18) of Medical Students' Association of India (MSAI) after few months of joining the Association as a result of her dedication and passion. She has also been opportuned to serve as General Secretary of AINSCA (2016-2018) where she worked to achieve tremendous growth. With an insatiable appetite for knowledge and a passionate heart, she has organised many awareness programs as well as



other events and programs that equip and rejuvenates youths. She was made the state head representative of Careers360 as well as a Student Ambassador of Elsevier (one of the world's major providers of scientific, technical and medical information). After serving as the PRO of AASI Jaipur she become the president of AASI- Jaipur with a vision to enhance, equip and empower African students with the knowledge and skills to make a difference, to live as a standard of excellence and restore glory to our motherland. She has received numerous awards and honours for her works and dedication.



DR. AMEETA MOTWANI

Dr. Ameeta Motwani is an Associate Professor in the Department of Commerce.

She got her doctoral degree from Indian Institute of Technology, Delhi. She is a visiting Professor at Centria University of Applied Sciences, Finland. Dr. Motwani also worked as a Senior Consultant with the Committee for Consultation on Situation in Andhra Pradesh (popularly known as the Telangana Committee). She has been involved with the course and curriculum design of post graduate courses at Central University of Haryana as a member of the Board of School of Law, Governance, Public Policy and Management.



RAMENDRA NATH VERMA

Ramendra Nath Verma is an Assistant Professor in School of Journalism and Mass Communication at Noida International University, Gautam Budh Nagar U.P. He is also a Doctoral Scholar at Sharda University, Greater Noida.



A large, multi-story brick building with a prominent clock tower on the right side. The building features a series of windows with decorative brick pillars above them. In the foreground, there are several potted plants and a person sitting on a bench. A large tree is visible in the upper right corner. The overall scene is brightly lit, suggesting a sunny day.

*The
Organising
Team*

The Organising Team



MR. AJAY S. SRIRAM

Conference Chief Patron

Chairman, Governing Body, Shri Ram College of Commerce

Mr. Ajay S. Shriram is an Indian businessman and chairman of the DCM Shriram. Consolidated an offshoot of Delhi Cloth & General Mills. He was elected president of Confederation of Indian Industry (CII) in 2014. He is the chairman of the board for Shri Ram College of Commerce (SRCC) and a trustee of SOS Children Villages of India. He graduated in Commerce from Sydenham College, University of Mumbai and later attended the Programme for Management Development at the Harvard Business School, U.S.A. He has also

been the President & Chairman of the International Fertilizer Industry Association (IFA), Paris. Mr. Shriram has been recently conferred with Degree of Doctor of Letters (Honoris Causa) by BML Munjal University.



PROF. SIMRIT KAUR

Conference Patron

Professor of Public Policy and Economics

Shri Ram College of Commerce, University of Delhi

Professor of Economics and Public Policy, Dr. Simrit Kaur is the Principal of Shri Ram College of Commerce (SRCC), University of Delhi. Prior to joining SRCC, Prof. Kaur was with the Faculty of Management Studies, University of Delhi. Nominated by the Indian Council of Cultural Relations, Dr. Kaur has been a 'Visiting Professor' at the University of Social Sciences and Humanities, Ho Chi Minh City, Vietnam and a 'Visiting Scholar' at Kingston University, London. She

has also participated in the International Teachers Program at the Kellogg School of Business, Chicago. Dr. Kaur has undertaken several research projects and acted as an advisor to institutes and organizations such as the Ministry of Finance, Government of India; the Ministry of Heavy Industries and Public Enterprises, Government of India; the National Council of Applied Economic Research (NCAER), the Organization for Economic Cooperation and Development (OECD), International Fund for Agricultural Development (IFAD) and the Food and Agriculture Organization (FAO) of the United Nations.

Her areas of interest include competition and productivity; climate change and agricultural policy; and poverty and food security. In addition, she has published and/or presented several papers at national and international conferences. Dr. Kaur's book 'Privatization and Public Regulation: The Indian Experience', published by Macmillan received the Best Book Award. Honoured by the Business School Affairs, Dr. Kaur is a recipient of the 'Best Professor in Public Policy' Award.



MS. ANNA ROY

Advisor, Niti Aayog

Conference Convener, Niti Aayog-WEP

Ms. Anna Roy, a post graduate in Economics from Delhi School of Economics, Delhi University, started her career as a lecturer of Economics in Delhi University during 1988 to 1990. She joined the Indian Economic Service in 1992. She was a Research Officer in the Planning Commission, Transport Division in 1993. She was also a Research Officer in the Project Management Unit, Department of Economic Affairs, and Ministry of Finance from 1993 to 1996. Anna has held various positions like Deputy Director, Joint Director, and Director in Department

of Economic Affairs, Ministry of Finance and also Ministry of Civil Aviation during the period from 1996 to 2012.





DR. MALLIKA KUMAR

Coordinator, Office of International Programmes, SRCC
Conference Convener, SRCC

Dr. Mallika Kumar is an Associate Professor for Economics at SRCC. She is the Coordinator for the Office of International Programmes at SRCC and Coordinator for Cultural Council, University of Delhi. She is a Member of the Committee for London School of Economics India Summit 2016 & 2017, curated by Difficult Dialogue and The LSE South Asia Centre.

She completed the Professional Development Course on ‘Managing yourself and leading others’ at Harvard University in 2014. She is a member of UNDP Microfinance Solution Exchange. With a teaching experience of 25 years, her area of specialization include Micro Finance and Financial Cooperatives. She received her Ph.D. from JMI, New Delhi and her work has emphasized on the Rural Financial Cooperatives at National, State, District & Local level in India, a comparative analysis of Cooperatives in Indian and in Global context. She has presented research papers and delivered lectures on Cooperatives and Financial Inclusion, Sustainability & Cooperative Business Model in International Conferences and workshops in Beijing, Paris, Netherland, Malaysia, Nepal, Newyork and Michigan(USA).

She is associated with the International Cooperative Alliance Asia Pacific (ICA-AP) Youth Committee for promotion of Cooperative Business model amongst the youth. She was invited by UNESCAP, Bangkok as the observer for the fourth meeting of the ESCAP Sustainable Business Network and for the session on Youth & Digital Economy on October 31st and November 1st, 2017 at UNESCAP, Bangkok, Thailand. She was nominated by National Cooperative Union of India(NCUI) to represent India at the International Seminar on School Cooperatives, Penang, Malaysia July 24-25, 2018.

As Coordinator, SRCC Office of International Programmes she initiated SRCC USA India Initiative, Oct 6-22, 2016(SUII) in USA, Global Millenium Summit(GMS) March 18-19, 2017 in Dubai and convened the International Conference with Niti Aayog on Empowering Women(EWFEIS), July 16-17, 2018 with representation from across the Globe. She is associated with Saksham, a society that work for visually impaired and plays Sitar in her free time. She’s a facilitator, connector, and encourager who believes anything is possible.



DR. AMIT SACHDEVA

Conference Co convener
Faculty Advisor, Office of International Programmes

Dr. Amit Sachdeva is an associate professor of SRCC and Co-Convenor for the Conference. He is also a faculty executive for Office of International Programmes, SRCC. He has been a topper throughout and has completed his Ph.D from IIT Delhi. He has received the best teacher award from Vice Chancellor of University of Delhi. He is a noted academician and has authored many books.



Organising Team Executives



Ms. Karuna, Assistant professor, alumnus of Shri Ram College of Commerce. She has been teaching in SRCC for the past 9 years.

She holds MS degree in Accounting and Finance from University of Edinburgh, Scotland. Her area of specialisation is finance.



Mr. Munindra Kumar Singh, Assistant Professor, S.R.C.C. (D.U.), is alumnus of Shri Ram College of Commerce, Delhi University (M.Com: 2007-2009). He has completed M.B.A. (Finance) in 2011. He has been awarded JRF in 'Management' in 2013. He has also qualified UGC-NET in 'Commerce' in 2010. He has more than 8 years of teaching experience in DU. His interest area of research included Finance and Management (H.R.M.). Presently, he is pursuing PhD from I.G.N.O.U. He has authored few research papers and attended various conferences, Workshops and FDP.



Dr. Dipika Bansal, an alumnus of University of Delhi, is working as an Assistant Professor at Shri Ram College of Commerce. After successfully completing B.Com (Hons.) and M.Com, she pursued higher education from Department of Commerce, Delhi School of Economics to accomplish MPhil and PhD in the area of International Marketing. Her areas of specialization are Marketing, Accountancy and Statistics. She has more than 10 years of rich teaching experience at undergraduate and postgraduate level in various colleges of University of Delhi and GGSIP University. With many of research publications to her credit, she has always endeavoured hard to do

quality work in academics.



Mr. Gaurav Rana is an Assistant Professor at Department of Commerce, Shri Ram College of Commerce, University of Delhi. A recipient of University Grant Commission's Junior Research Fellowship, Mr. Rana is pursuing Ph.D. from Department of Management Studies, Indian Institute of Technology, Delhi. He has completed his M. Com from Hansraj College of University of Delhi in 2013 and Graduation (B. Com) from Shaheed Bhagat Singh College of University of Delhi in 2010. He has delivered lectures on Research in Social work at various institutes. He was founding member of Atman Club at College and Currently Associated with College's Prestigious Office of

International Programme. He was a member of Scientific Committee (2016 and 2017) at University of Poland. He has contributed several research papers at various national and international level. Particularly, he has presented research papers in 15 international level conferences organized at India, Malaysia and Australia. He has been awarded 'Best Paper Award' at India as well as Malaysia. Some of his papers were downloaded and read more than 2000 times across world (more than 50 countries). His area of research is Strategic Management and Destination Management.



Ms. Himani Dahiya is an assistant professor in the Department of Commerce, Shri Ram College of Commerce, University of Delhi. She has a teaching experience of nearly six years in the area of marketing and corporate governance. Ms. Himani is a graduate from Shri Ram College of Commerce, University of Delhi and a post graduate from the same college. Her research area is marketing and she has many research papers to her credit.





Ms. Ankita Tomar is an Assistant Professor in the Department of commerce, Shri Ram college of Commerce. She has teaching experience of more than 5 years. She completed her graduation from Shri Ram college of Commerce and post graduation from Delhi School of Economics. She is currently pursuing her PhD from Faculty of Management studies, University of Delhi. She has authored and co-authored several research papers in the area of finance.



Mr. Anil Kumar is an Assistant Professor in the Department of Commerce, Shri Ram College of Commerce, University of Delhi. He has a teaching experience of more than 2 years in the area of accounting and finance in Delhi University colleges. He is a co-author of the book entitled 'Banking and Insurance ' has many published research papers to his credit. He is a graduate from Zakir Hussain Delhi College (Evening), a post graduate from Hansraj and M. Phil. (Pursuing) Department of Commerce, Delhi School of Economics, Delhi University.



Ms. Shivali Dhamija, Assistant Professor, Bachelors in Commerce and Masters in Commerce from Shri Ram College of Commerce with Jai Narayan Vaish Medal to her credit and has been among top four rankholders in University of Delhi.

Masters in Philosophy from Department of Commerce, University of Delhi. Over 7 years of teaching experience in undergraduate colleges of Delhi University and around 4+ years of academic research. At present, placed with Shri Ram College of Commerce with a cumulative stint of 6+ years at the institution. Publications in UGC approved journals with major focus on Indian foreign exchange market. Areas of interest:

Currency markets, Insurance and Risk Management, Corporate finance and Corporate Accounting.

Organising Team Executives (NITI AAYOG)



Mr. Arnab Kumar



Ms. Neelashi Shukla



Ms. Pallavi Choudhary



Mr. Aalekh Sharan



Mr. Aakash Narang





DR. TILOKIE DEPOO

Dr. Tilokie Depoo is a strategic visionary, knowledgeable and experienced leader in building and managing effective multi-site education programs. His entrepreneurial insights offer fiscal practicality to harness and produce balanced curricula serving several pedagogical needs and delivery modalities. He has excellent management principles and well-respected rapport with all levels and clear standards, goals and integrity in leadership and decision-making.

Dr. Depoo has over twenty five years of corporate experience, including a diversified professional background in international and domestic business. While working in the corporate world he maintained close contact with academia and has over 18 years' experience in higher education in both teaching and administration. Currently, he is Chief Academic Officer (CAO) and Dean and Professor of Management in Metropolitan College of New York's School for Business. In this role, he has specific responsibility for the development and implementation of the College's strategic plans. He has a proven record of accomplishment in developing and securing program approvals from the New York State Education Department and maintains close collaborations with regional and specialized accreditation bodies. The new program approvals have provided greater leverage of existing resources as well as expanding the scope of the college in the areas of undergraduate and graduate education.



DEVASHISH CHANDRA

Devashish Chandra is pursuing Masters in Public Policy (MPP) at the Harvard Kennedy School. Prior to HKS, Devashish worked in the social sector in India with a focus on education and technology. At HKS, Devashish focusses on behavioural economics, technology and social innovation.



DR. SANDEEP SRIVASTAVA

Partner, Financial Services Risk and Regulation Leader, PWC Middle East
Indian Institute of Technology, Delhi
United Arab Emirates

He has a specialisation in treasury and markets for banks and assets management companies. Deep expertise in risk management and regulations including capital adequacy, liquidity and macro-prudentials regulations.



MR. RAJAN S. RATNA

UNESCAP, Bangkok
Centre for WTO Studies, IIFT.

He joined the Centre in June 2008 after having served the Government of India for more than 21 years. In government he dealt with matters of international trade policy formulation and implementation. His current work involves carrying out research projects & outreach programmes for the Department of Commerce, GOI in areas such as agriculture negotiations in the WTO, NAMA Sectoral proposals, Trade in Environmental Goods & Services, TBT & SPS proposals, India EC FTA negotiations, Trade & Gender and the American Recovery and Reinvestment Act: Implications to India. Mr. Ratna also arranges stakeholder's consultations to provide inputs to the Government of India in its negotiating strategy and



policy making process and is in-charge of arranging training courses on trade policy, for Government officials, civil society, business persons and others. He also takes classes for the students of Management Development Programmes and the Ph. D. students of Indian Institute of Foreign Trade on WTO and Trade Policy issues.

He has done his M.Sc. from BHU and M.Phil. from JNU. He has also done courses on Foreign Trade Policy from IIFT and on Negotiating Strategy from Harvard University. He has written papers and made presentations on several issues relating to trade policy formulation and trade policy of India and published articles and papers for UNCTAD, UNESCAP, Commonwealth Secretariat and some of the leading periodicals of India on issues dealing with Regional Trade Agreements, Preferential Rules of Origin, trade liberalization, SPS & TBT issues etc.

OUTREACH ORGANISING EXECUTIVE



Dr. SONAL THUKRAL

Dr. Sonal Thukral is an Assistant Professor at Delhi School of Management, Delhi Technological University (formerly Delhi College of Engineering) in December 2017. She was earlier employed with Shri Ram College of Commerce, University of Delhi as Assistant Professor for over seven years. Prior to academic experience, she worked with S&P Capital IQ and Tecnova India. An alumna of Shri Ram College of Commerce and Hindu College, University of Delhi, she is the recipient of various best research paper awards at conferences (including IIM Indore). She has also presented papers at various international conferences in India and abroad. She has published various papers in national and international journals. She was also awarded the junior research fellowship from University Grants Commission. She is a member of International Corporate Governance Society. Dr. Thukral has an avid interest in pursuing multidisciplinary studies. She has completed her doctoral studies in the area of finance and international business.

CONFERENCE ANCHORS



Ms. Kinneri Jain is an Assistant Professor in the Department of Commerce, Shri Ram College of Commerce, University of Delhi. Have specialisation in Business Law & Cost Accounting. She has a teaching experience of more than 10 years. She has completed her M.Phil from Department of Commerce. She completed her Post graduation from department of Commerce in M.Com and conferred the Gold Medal. Presently she is a convenor of Foreign Student Cell, Kalachakra, Ideation Cell, Fine Arts Society, Demeanour, Selection Committee of Office of International Programme. She has authored and co-authored several research papers in the area related to Commerce. She has also authored a book on Business Laws.



Dr. Swati Dhawan is an Assistant Professor in the Department of Commerce, Shri Ram College of Commerce, University of Delhi. She has a rich teaching experience of more than 10 years in the area of accounting and finance in various management institutes of repute like IIM, Faculty of Management Studies, Institute of Management Technology, Lal Bahadur Shastri Institute of Management etc. and Delhi University colleges. She is a co-author of the book entitled 'Merchant Banking and Financial Services' published by Mc Graw Hill, has many published research papers to her credit and has made paper presentations in several national and international conferences. Dr. Dhawan has also been a resource faculty in management development programmes at GAIL and Alchemist in the past. She is a graduate from Shri Ram College of Commerce, a post graduate from Delhi School of Economics and Ph.D. from



Faculty of Management Studies, Delhi University. Dr. Dhawan has also worked as a research scholar in several ICSSR sanctioned projects and also holds certification in NSIM equity derivatives examination and mutual fund distributors examination. In pursuit of her personal training and development, she has also successfully completed Curriculum for Living program at Landmark Worldwide



Ms. Richa Goel is an Assistant Professor in the Department of Commerce, Shri Ram College of Commerce, University of Delhi. She has a teaching experience of more than 4.5 years in the area of Accounting. She completed her graduation and post-graduation from University of Delhi and is currently pursuing her M.Phil from the Department of Commerce, Delhi School of Economics, University of Delhi in the area of finance.



Conference Rappouters



Sanchita Joshi

Research Scholar

Faculty of Management Studies, University of Delhi

A recipient of University Grant Commission's Junior Research Fellowship, Ms. Joshi is currently pursuing the Doctoral Programme at the Faculty of Management Studies, University of Delhi. She pursued her B.A. (Hons) Economics from Miranda House, University of Delhi and then went on to complete her M.A. (Economics) from Jamia Millia Islamia, New Delhi. During her post graduate studies, she was conferred the Gold Medal by the Department of Economics, Jamia Millia Islamia. In addition, in the past she has also worked as a Power Sector Research Analyst with India Infrastructure Publishing Private Limited, New Delhi and regularly contributed analytical articles for the industry magazine Power Line and worked on sector specific research reports. Her areas of interest include – Applied Econometrics; Gender and Women Issues; and Climate Change, Migration and Displacement.



Cheshta Kapuria

Research Scholar, Faculty of Management Studies, University of Delhi

A recipient of University Grant Commission's Junior Research Fellowship, Ms. Kapuria is currently pursuing the Doctoral Programme at the Faculty of Management Studies, University of Delhi. She pursued her B.Com. (Hons) from Gargi College, University of Delhi and then went on to complete her M.com from Department of Commerce, University of Delhi. In addition, in the past she has also worked as an Assistant Professor with Maiteryi College, Bhartiya Vidya Bhawan, K.R. Mangalam Institute of Management, New Delhi. She has attended several conferences and workshop of International and National repute. Her areas of interest include – Applied Econometrics, Agricultural and Credit Issues, and Climate Change, Productivity and Diversification.



Sakshi Malik

Research Scholar

Faculty of Management Studies, University of Delhi

A recipient of University Grant Commission's Junior Research Fellowship, Ms. Malik is currently pursuing Doctoral Programme at the Faculty of Management Studies, University of Delhi. She graduated from University of Delhi with a degree in Bachelors of Business Studies, and was conferred with certificates of merit by DUSU for her exceptional academic performance. Post her graduation, she completed her MBA from Ambedkar University Delhi with a gold medal, and received academic scholarships for her meritorious performance through the course of her MBA. In the past, she has worked with EY India as a Finance Analyst. Her areas of interest include applied econometrics, infrastructure deficits and public policy.



Administrative Organising Staff



Naveen Bhardwaj
Technical Assistant, SRCC
Pursuing MCA



Ankit Agnihotri
Junior Assistant (SRCC Accounts)
Post Graduation- MBA Finance from Amity University
Graduation - B.com from Delhi University



Sandeep Nawani
M.Phil Library Science
Choudhary Devi Lal University, Sersa



Shiv Nandan
Senior PA to principal



Jatin Lamba
Administrative Officer



Satya Kam Gupta
Senior Assistant Officer



P.K.Jain
Administrative Officer



Student Organising Executives



Biswanath Reang is a B.Com(Hons) Graduate from SRCC, class of 2018. Biswanath was a student participant in the SRCC- University of Wisconsin Collaborative program and subsequently became a student coordinator at the Office of International Programmes. Currently, Biswanath is working at American International Group as a Process Developer.



Anshul is currently pursuing his Bachelors of Commerce from Shri Ram College of Commerce. He has completed his graduation from A.S.N. Sr. Sec. School in Delhi and received an award for excellent academic performance. He is associated with the Office of international programme. And has been a Participant in Indo Australian Collaborative Programme, 2018. He also represented the college in a Marketing plan competition held in Bhutan and stood 3rd in the competition. Currently he is working as the Program Head for an NGO called World Youth Council.



Vandana is a third year undergraduate student at Shri Ram College of Commerce pursuing Bachelor of Commerce with Honours degree and is a CA aspirant also. She is currently associated with college's prestigious Office International Programmes and has been a part of more than 6 International Programmes. She has represented college in an International Business Literary fest held at Gedu College of Business Studies, Bhutan. She has also been a part of NSS, SRCC and has assisted in developing and organising programmes for women to improve their overall well being, health & safety. Apart from these, she has a great fondness for various forms of visual arts and has served as Creative Head at the Computers & Mathematics Society, SRCC.



Aastha is currently a second year undergraduate student at Shri Ram College of Commerce pursuing Bachelors of Commerce with Honours. She is currently associated with College's prestigious Office of International Programme. She was the Executive Student coordinator for the International Conference jointly organised by Niti Aayog and SRCC and also assisted in organising Indo Melbourne Collaborative Programme, 2018. Currently she is the Joint Secretary of Sports Committee and holds the post of Cultural Councillor in Delhi University Students Union.





Nitin Sabharwal is currently a second year student of bachelors in commerce at Shri Ram College of Commerce. He has completed his schooling from Bal Bharati Public School, Ganga Ram in Delhi and received an award for excellent all rounder performance. He is associated with the Office of International Programmes from his first year and is currently executive member there. He has done more than 10 International programmes till now including recently happened Indo-Melbourne exchange program. He was the Student coordinator for the International Conference jointly organised by Niti Aayog and SRCC. Currently he is the General Secretary of the Commerce Society, SRCC and also the Cultural Councillor of Delhi University Student Union.



Sriyaans Jain is a third year undergraduate pursuing a Bachelor of Commerce degree at Shri Ram College of Commerce, New Delhi. He currently serves as the Chief Student Co-ordinator at the Office of International Programmes in his college and has represented SRCC in over 15 international exchange programmes. His previous work experiences include an internship at Willis Towers Watson and a project internship in the housing finance sector. He has also recently been successfully involved in organising the SRCC Business Conclave and SRCC Youth Conference, both of which are well known crowd pulling events in the Delhi University Circuit.





Summary

The conference was a huge accomplishment with eminent scholars, academicians, industrialists and policy makers from across the globe contributing immensely through facts, figures and opinions to realize a cherished dream of women empowerment. Several intense deliberations among the participants aptly highlighted the relevance of the theme in today's prospect.

Particularly, the Conference included **participation from 17 countries**, specifically, Afghanistan, Algeria, Australia, Bangladesh, Cameroon, Canada, Ethiopia, Finland, Ghana, Nepal, Norway, Nigeria, Thailand, Tibet, UAE and USA and **17 states** from all directions of India for varied events of panel discussions, research paper presentations and students competitions, making it an international discussion platform in true sense. The major participation was from northern states followed by southern states. Various prominent institutions across the globe like British University of Columbia, Canada; Harvard University, USA; University of Wisconsin, USA; Melbourne University, Australia; Thamassat University, Thailand; TMSS, Bangladesh; International Cooperative Alliance, Nepal; ASA, Africa; United Nations Development Programme (UNDP); Indian Institute of Technology (IIT) and Indian Institute of Management (IIM), India participated in the event.

A total of 325 registrations were made comprising of paper presenters (144), student participants (123) and other delegates (58).

Participation was multi-dimensional comprising of professors, assistant professors, research scholars, students, consultants and corporate personals. Participation was not bounded by age or sex with age parameter going beyond fifty years and equal enthusiasm being put in by male as well as female participants. It was an engagement of young and old and male and female, a truly spirited reflection of empowerment. Female participation was 83.8% more than the male participation.



In total, **11 enriched technical sessions** were conducted on the themes of Entrepreneurship, Innovations & Technology, Sustainability and Social Issues.

They were supported by 4 panel discussions comprising of eminent speakers from myriad areas. Students competitions included Case study competition, Poster making competition and Business pitch competition, benefitting students and providing them with hands-on experience. With a hope that this initiative bear real apparent fruits in the form of women upliftment and empowerment, we extend our deepest gratitude to all the participants for culminating the event to its real intentions. Needless to say, the collaboration with NITI Aayog was a delight and we look forward to more such collaborations and support in the future as well. Much needed support provided by Prof. Simrit Kaur, Principal, SRCC and hardwork of the Conference Conveners, Ms. Anna Roy from Niti Aayog and Dr. Mallika Kumar from Shri Ram College of Commerce –Office of International Programmes (OIP) is worth mentioning. The International Advisory team, Academic Review Committee, Faculty and non faculty members at SRCC and the sponsors have also been equal partners in this journey of success. Most preciously, the hard work and support provided by our dear students added valued memories of the event.





**International Conference on
"Empowering Women: Fostering
Entrepreneurship, Innovation
& Sustainability"**

Monday, July 16 & Tuesday, July 17, 2018
India International Centre, Lodhi Road, New Delhi, India

Glimpses of Conference











Thank You



NOTE

The contents of this e-proceedings have been printed by the publishing team to the best of the information available with them and abstracts as provided by the contributors. Inadvertent error, if any, noticed may be brought to the notice of the publishing team within 14 days from the date of release at qip@srcc.du.ac.in.

Release date: Delhi, 18 January, 2019