



Shri Ram College of Commerce

**Annual Gender Sensitization Plan
2019-20**

“The best protection any woman can have is courage” – Elizabeth Cady Stanton

Year after year, women empowerment continues to be a cause that is talked about without resulting in any positive changes in statistics. In 2019, India dropped four place on the World Economic Forum’s Global Gender Gap Index to rank 112th. India’s performance remains dismal in the health and survival parameter, computed in terms of life expectancy and sex ratio at birth, with the country ranking at a measly 150 out of 153 countries. India ranked among the bottom five in terms of economic participation as well, which is an alarming sign for a seemingly growing economy. India ranks below its neighbours Bangladesh and Nepal as well. In the first Gender Gap Report published by the WEF in 2006, India ranked at the 98th place, showing that the country has had a negative trend in terms of achieving gender equality in the past years. The World Economic Forum stated that India had an abnormally low sex ratio at birth, extremely limited economic opportunities for women, and one of the lowest female labor force participation rates in the world. Other issues such as violence, forced marriages, sexual harassment, discrimination in access to health, and low literacy rates continue to run rampant with little to no improvement in the past years.

In line with ‘Gender Equality’, one of the Sustainable Development Goals laid down by the United Nations, India’s annual Economic Survey has a place reserved for women’s progress. The Economic Survey for 2019-20, prepared by the Chief Economic Advisor, Mr. Krishnamurthy Subramanian, depicted an improvement in female education at all levels, and set a goal of achieving equality for all in at least the field of education by 2030. The Survey also showed in its findings that women’s participation in household decisions had increased, and 30 government departments reported having schemes with women’s components in them.

In terms of new initiatives, the government proposed a change in the name of the famous ‘Beti Bachao Beti Padhao andolan’ to ‘BADLAV: Beti Aapki Dhan Lakshmi Aur Vijay Lakshmi’, in a bid to increase the contribution of women in the workforce and in the economy.

For 2019-20, the Women’s Development Cell has made it its mission to bring to light the importance of women in corporate roles, and encourage young females to aim for high positions in every industry. Seeing the declining rate of female participation and recognition at the top level corporate positions, the Cell feels that this will be a relevant plan of action. To analyse the importance of women in the industry, and see how they maintain a balance between empathy and strictness, the Women’s Development Cell, in collaboration with Amazing Workspaces, is going to organize a panel discussion on the topic ‘Empathetic Leadership and Women Leaders’. The session will be graced by panelists who are all respected members of various

industries, and they will focus on three pillars: the concept of empathy, its importance in corporate workspaces, and an analysis of how empathetic female leaders are as compared to their male counterparts.

All in all, the annual aim of the Women's Development Cell for 2019-20 is to encourage females to take up top corporate positions, and prove that women are competent enough to perform such jobs well. The Cell hopes to eradicate issues such as harassment in the workplace, unequal pay, and general discrimination against working women.

