K.R. MANGALAM UNIVERSITY
THE COMPLETE WORLD OF EDUCATION

Report on

School of Management and Commerce (SOMC)

Session on Gender Equity & Pay Disparity

Target Group: Students of School of Management & Commerce

Coordinators: Dr. Monika Yadav and Ms. Shreya Sharma (Assistant Professors, SOMC) Student Coordinator: Vardaan BBA- Ill

Date and Time: Friday, 22 September 2023, 10 :00 AM onwards

Venue: C-401, SOMC, K.R. Mangalam University

Resource Person: Dr. Shobhna Jeet , Associate Professor , School of Legal studies

Total no of participants: 60

Introduction:

The event on "Gender Equality and Pay Disparity" was held on 22nd September, 2023 at K.R. Mangalam University. It was organized by School of Management & Commerce. The aim of this event was to create awareness among students about gender equality and pay disparity issues prevalent in society, with a special focus on thé legal aspects of these issues. The event featured the Dr. Shobhna Jeet, Associate Professor of SOLS, K.R. Mangalam University as the keynote speaker.

Objectives:

The primary objectives of the event were as follows:

1. Raise Awareness: To increase awareness among students about the persistent gender disparities in our society, particularly in terms of pay and opportunities.

2.Educate and Inform: To provide students with comprehensive information about the legal framework, case studies, and real-life examples related to gender inequality and pay disparities.

3. Foster Discussion: To encourage open and informed discussions among students, legal professionals, and advocates to explore the root causes and potential solutions to these issues.
4. Empowerment: To equip students with knowledge and tools to become advocates for gender equality and advocates for change within their communities.

Content:

Experienced professors Dr. Shobhna Jeet delivered keynote address, providing insights into the legal aspects of gender equality and pay disparity. He explained the topic using real-life case studies to illustrate instances of gender-based pay disparities in various industries, sparking conversations about the importance of fairness and equity. Students participated in session designed to enhance their understanding of negotiation skills, communication strategies, and workplace dynamics to better advocate for their rights.

Attendees:
Students of K.R. Mangalam University

Outcome:

Following outcomes were derived from the session:

Increased Awareness: Students gained a deeper understanding of the issues surrounding gender equality and pay disparity.

Knowledge Enhancement: Participants became well-informed about relevant laws and regulations, empowering them to identify and address discriminatory practices.

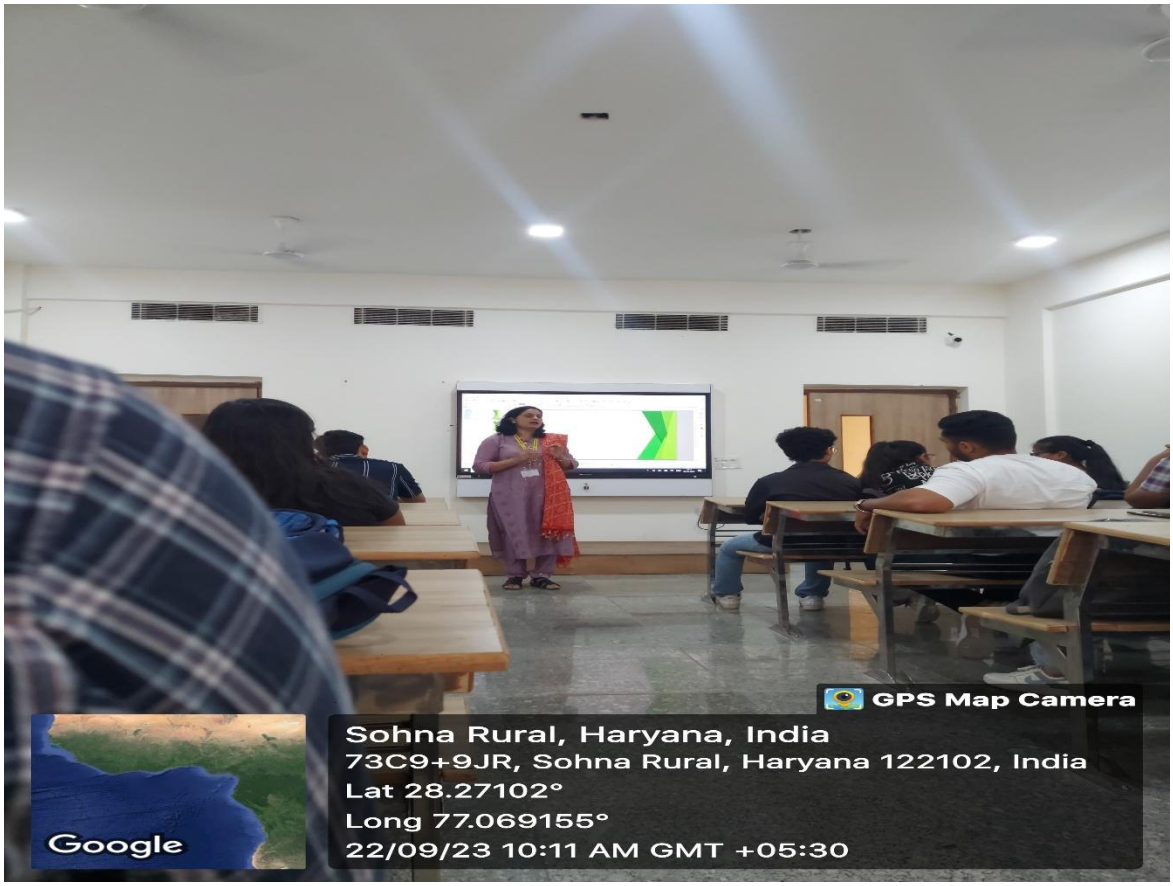
Empowerment: Students learned practical skills to negotiate for equal pay and create inclusive work environments.

Inspiration: The event inspired many students to become advocates for gender equality and pay parity in their future careers, fostering a more equitable workforce.

SDG 5: Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. They become more aware of the significance of equal participation, treatment and rights and its impact on society.

Conclusion

The session provided students with essential knowledge, skills, and inspiration to address gender based pay disparities and promote equality in the workplace. By empowering the future business leaders of tomorrow, such events contribute to the broader goal of creating a more equitable and inclusive societies, where individuals of all genders have equal opportunities and receive fair compensation for their contributions.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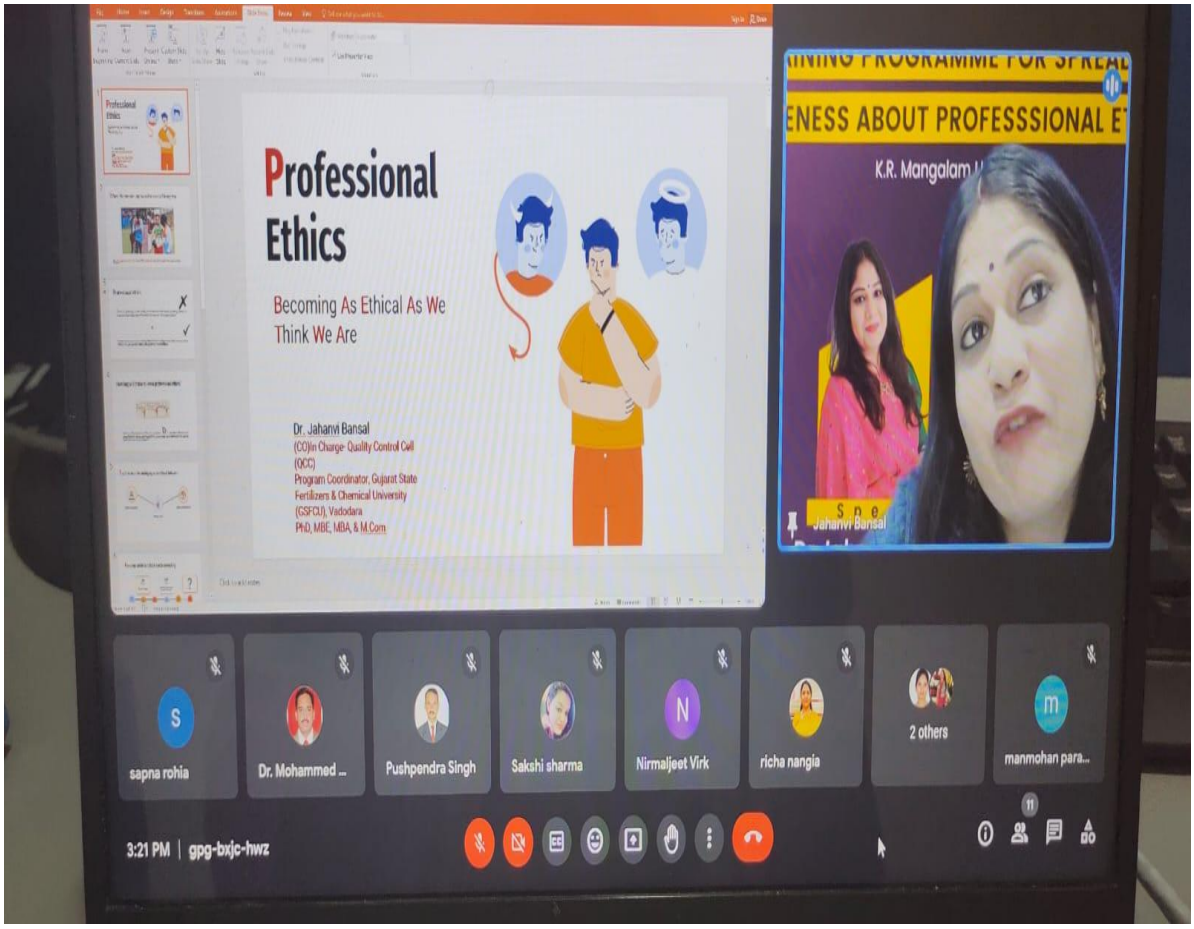
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Becoming As Ethical As We Think We Are
Dr. Jahanvi Bansal
(CO)in Charge Quality Control Cell (QCC)
Program Coordinator, Gujarat State Fertilizers & Chemical University (GSFCU), Vadodara
PhD, MBE, MBA, & M.Com
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