



**Sri Padmavati Mahila Visvavidyalayam, Tirupati  
( Women's University ), Andhra Pradesh  
Accredited by NAAC with A+ Grade**



**Dept. of Women's Studies & Law  
ICSSR –SRC Sponsored National  
Seminar on**



**Bridging the Divide: Establishing Gender Equality in  
the Workplace, 24th January 2025**

**About the Seminar**

The gender gap in the workplace remains a critical issue, hindering economic equality and growth. Despite advancements, women still face significant disparities in pay, career advancement, working conditions, leadership roles etc.

Globally, women make up only 42 per cent of the workforce and represent just 31.7 per cent of senior leadership positions. While the female labour force participation rate in India has increased from 23.3 per cent in 2017-18 to 37 per cent in 2022-23, there still remains a sizable gap when compared to the male labour force participation rate at 78.5 per cent in 2023. India ranked an abysmal 129 out of 146 countries in the Global Gender Gap Index. In terms of women's economic participation and opportunities, it ranked even lower at 142. The report estimates that at the current pace, it will take 134 years to close the gender gap which translates into five generations beyond the 2030 Sustainable Development Goal (SDG) target .

This National seminar aims to provide a platform by inviting experts, policymakers, and industry leaders to discuss and address these challenges. The seminar will serve as a platform for collaborative action, promoting gender equality and empowering women in the workforce.

**5 GENDER  
EQUALITY**



**Contact Us**

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## MAIN THEMES

- 1: Understanding Gender Disparities in the Workplace
- 2: Causes and consequences of gender gap in work place
- 3: Work-Life Balance and Organizational Support
- 4: Policy and Organizational Changes to enhance female participation

## SUB THEMES

- Causes, consequences, and solutions for the workplace gender gap.
- Industry-specific challenges and strategies for gender equality.
- Overcoming barriers to career advancement for women.
- Developing and implementing gender-equitable workplace policies.
- Utilising technology and AI to advance gender equality.
- The impact of women-owned businesses and entrepreneurship on inclusivity.
- Work-life balance and its role in achieving workplace equality.
- Addressing sexual harassment and gender-based violence at work.
- Education, skill development, and upskilling to bridge the gender gap.
- Success stories and case studies of organizations fostering gender equality.
- Bridging the gender gap in STEM fields
- The role of media in shaping workplace gender narratives
- The role of inclusive language in promoting equality
- The role of startups, entrepreneurship, and women-owned businesses in promoting gender equality
- Any other relevant topics

**Accommodation will be provided on payment basis**

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### About the Dept. of Women's Studies

The Department of Women's Studies, Sri Padmavati Mahila Visvavidyalayam, established in 1989, offers interdisciplinary programs, including an M.A. in Women's Studies/Gender Studies, M.A. in Economics, and a Ph.D. program. These programs equip students to design policy interventions and initiatives that address the gender needs of women, men, and transgender individuals. The department's vision is to generate knowledge that fosters new perspectives on gender equality, advance feminist pedagogy, and integrate teaching, research, and outreach to promote gender equality and social justice. Its mission is to develop critical insights into social realities and lived experiences related to gender-based issues and to drive transformation through awareness and gender conscientization

### Chief Patron

**Prof. V. Uma**, Vice Chancellor

### Patron

**Prof. N. Rajani**, Registrar

### Dean

**Prof. C. Vani**, SSSH&M

### Organisers

**Dr. P. Neeraja**, Head I/C, Dept. of Women's Studies - Convener

**Dr. G. Indira Priyadarsini**, Dept. of Law - Co Convener

**Dr. N. Sree Rajani**- Dept. of Management - Co Convener

### Important Dates

**Abstract - 10.01.2025**

**Full Paper - 15.01.2025**

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**Registration Fee Rs. 300 /- only**

