



एन एडुकेशन कॉलेज, अहमदाबाद येथील नवी प्रविष्टिनामत आहे

दि. २९. १२. २०२१ रोजी ऑनलाइन वेबिनार घेईल

आम्हाला हे महान संधी आहे आणि आम्हाला यातून
सुद्धा काहीतही

अहमदाबाद येथील नवी प्रविष्टिनामत आहे.
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सुद्धा काहीतही



Anand Education College

(Managed by Shri Ramkrishna Seva Mandal)

In Association With
**National Commission for Women
Organizing**

One Day Webinar
On

**"Unequal Pay: Gender Discrimination
at Workplace"**

Speakers



Dr. Vijeta S. Singh,
Assistant Professor
S.S. Maniar Law College,
Jalgaon, Maharashtra



Dr. Rekhakumari Singh,
I/c Dean, Faculty of Law
Sardar Patel University
I/C Principal,
Anand College of Legal Studies



Dr. Akil Saliyad
Professor & Director,
Parul Institute of Law,
Parul University

29 December, 2021

Time: 10:00 am to 01:00 pm

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Anand Education College
(Managed by Shri Ramkrishna Seva Mandal)

In Association With
National Commission for Women, New Delhi
Organizing
One Day National Webinar on

“Unequal Pay: Gender Discrimination at Workplace”

29th December, 2021

SCHEDULE OF THE WEBINAR

Moderator: Dr. Ankita Patel

<u>Sr. No.</u>	<u>Events</u>	<u>Time</u>	<u>Managed By</u>
1.	Prayer	10:00 to 10:05 AM	Mr. Kamal Parekh
2.	SRKSM Sanstha Geet	10:05 to 10:10 AM	Mr. Kamal Parekh
3.	Object of The Event and Welcome Address of the Guests	10:10 to 10: 15 AM	Dr. Dhiraj R. Parmar Principal, Anand Education College SRKSM Campus, Anand
4.	Brief Introduction of NCW and its Functioning to be Prepared	10:15 to 10:30 AM	Ms. Swara Anand
5.	Welcome Address of Guest From NCW	10:30 to 10:35 AM	Dr.P.K.Yagnik, Associate Professor, Anand Education College SRKSM Campus, Anand
6.	Speech by Guest From NCW	10:35 to 10:40	
7.	Session by Speaker-1	10:40 to 11:40 AM	Dr. Akil Saiyed, Professor and Director, Parul Institute of Law, Parul University.

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8.	Session by Speaker-2	11:40 AM to 12:40 PM	Dr. Vijeta S. Singh, Assistant Professor, S.S. Maniar Law College, Jalgaon Maharashtra.
09	Session by Speaker-3	12:40 PM to 01:40 PM	Dr. Rekhakumari Singh, I/c Dean, Faculty of Law, Sardar Patel University, I/c Principal, Anand College of Legal Studies.
10.	Hon' Secretary Remarks	1:40 to 1:45 AM	Hon. Secretary Smt. Jyotsnaben K. Patel SRKSM
11.	Vote of Thanks	01:45 PM to 01:50 PM	Dr. Bijalben R. Mistry Assistant Professor AEC, Anand
12.	National Anthem	01:50 to 01:55 PM	Mr. Kamal Parekh

Dr. D.R. Parmar
Principal,
Anand Education College,
Anand.


Principal
Anand Education College
Anand

As Per Standard Operating Procedure (SOP)

Annexure-1(a) WEBINAR REPORT



Anand Education College

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In Association With

National Commission for Women

Organizing

One Day Webinar on

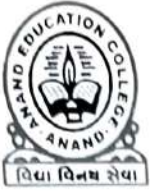
“Unequal Pay: Gender Discrimination at Workplace”

29th December, 2021

REPORT

OF

NATIONAL WEBINAR



Anand Education College

(Managed by Shri Ramkrishna Seva Mandal)

In Association With
**National Commission for Women
Organizing**

One Day Webinar
On

**"Unequal Pay: Gender Discrimination
at Workplace"**

Speakers



Dr. Vijeta S. Singh,

**Assistant Professor
S.S. Maniar Law College,
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Dr. Rekhakumari Singh,

**i/c Dean, Faculty of Law
Sardar Patel University
i/c Principal,**

Anand College of Legal Studies



Dr. Anil Saiyad

**Professor & Director,
Parul Institute of Law,
Parul University**

29 December, 2021 Time: 10:00 am to 01:00 pm



INTRODUCTION

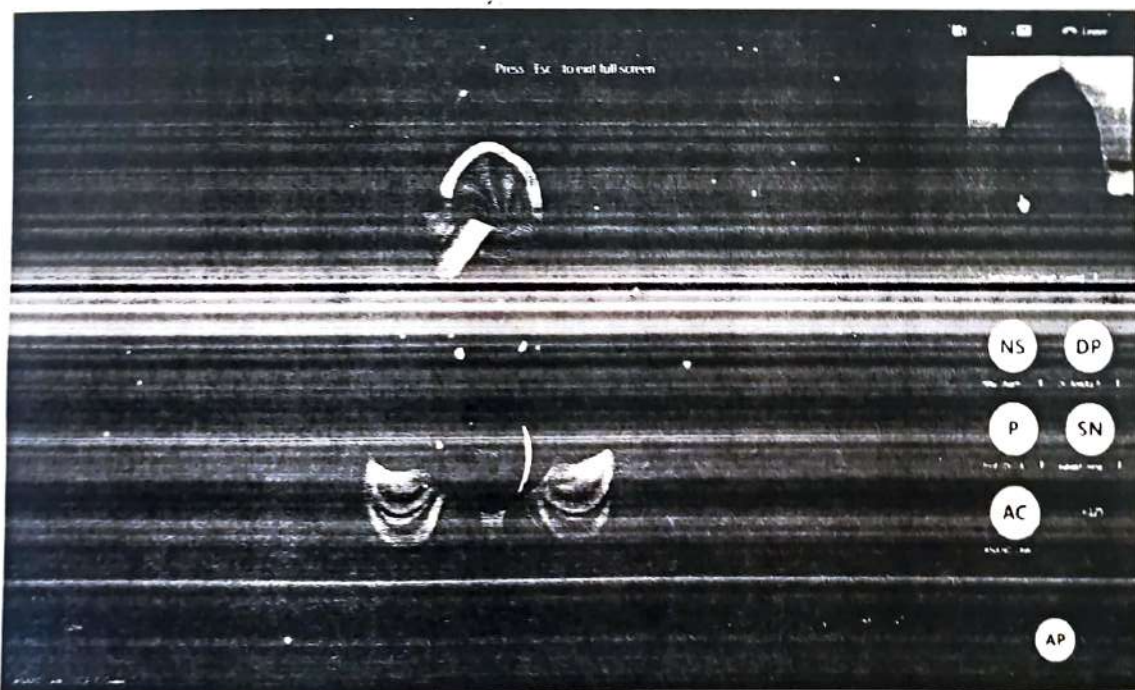
One Day National Webinar entitled “Unequal Pay: Gender Discrimination at Workplace” was organized by Anand Education College, Anand in association With National Commission for Women on **29th December 2021**.

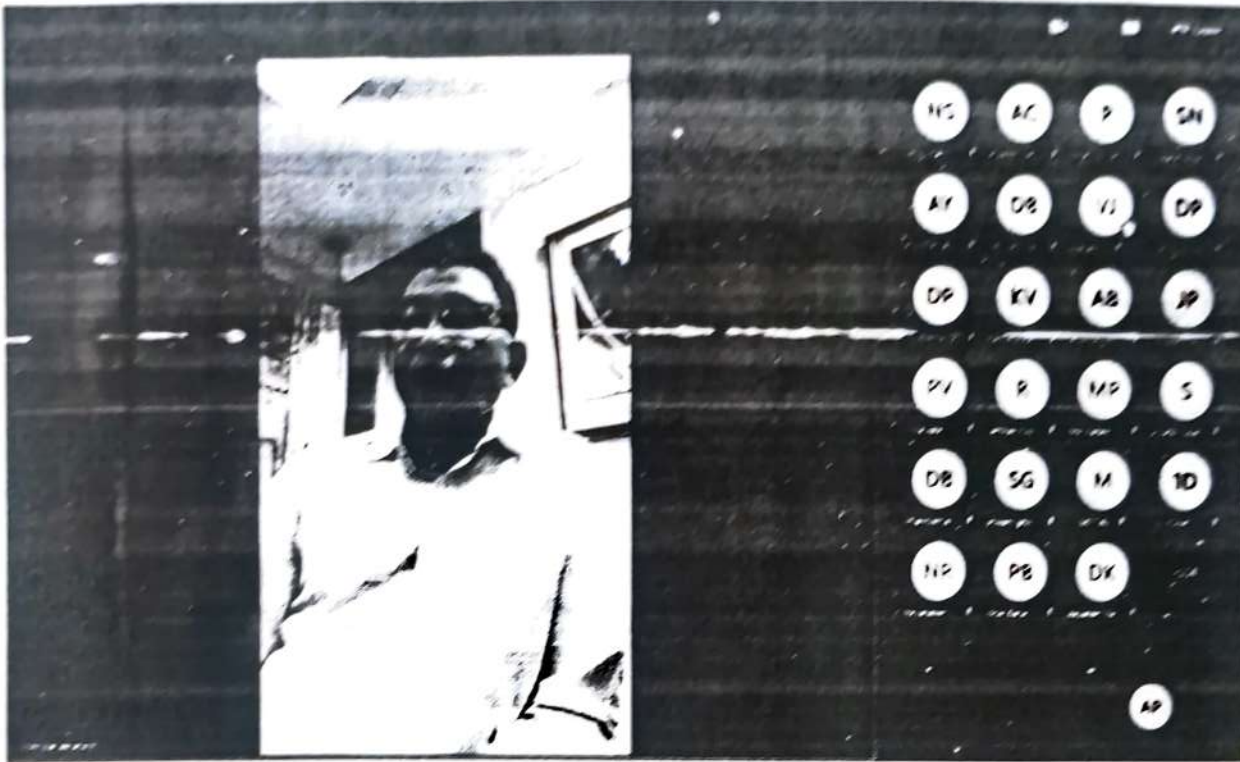
The National Seminar was held on Online Platform i.e. Microsoft Team. It was a grand success where nearly 140 participants had actively participated in the academic deliberations through Microsoft Team Platform and YouTube live. The proceedings of the webinar witnessed an interesting academic interaction where the eminent speakers addressed many female students.

With the kind permission of the dignitaries of the Webinar, **Dr. Ankita Patel – Assistant Professor**, Anand Law College commenced the session as a moderator.

PRAYER & SANSTHA GEET

The Webinar started with the remembrance of almighty God- Lord Ganesha. After the prayer, there was the SRKSM Song – Sanstha Geet (Shri Ramkrishna Seva Mandal).





BRIEF INTRODUCTION OF NATIONAL COMMISSION FOR WOMEN

After that, **Ms. Swara Anand - Assistant Professor, Anand College of Legal Studies** gave a brief introduction of National Commission for Women and its functioning to be prepared.

The National Commission for Women was set up as statutory body in January 1992 under the National Commission for Women Act, 1990 mainly to review the Constitutional and legal safeguard for women.

- To recommend remedial legislative measures.
- To facilitate redressal of grievances and
- To advise the Government on all policy matters affecting women.

As per section-10 of the National commission for women act, 1990 the mandate of the commission is to perform the following functions, namely:-

1. Investigate and examine all matters relating to the safeguards provided for women under the **Constitution and other laws.**
2. To make report's recommendations for the effective implementation of those safeguards for the improving the conditions of women by the Union or any state.

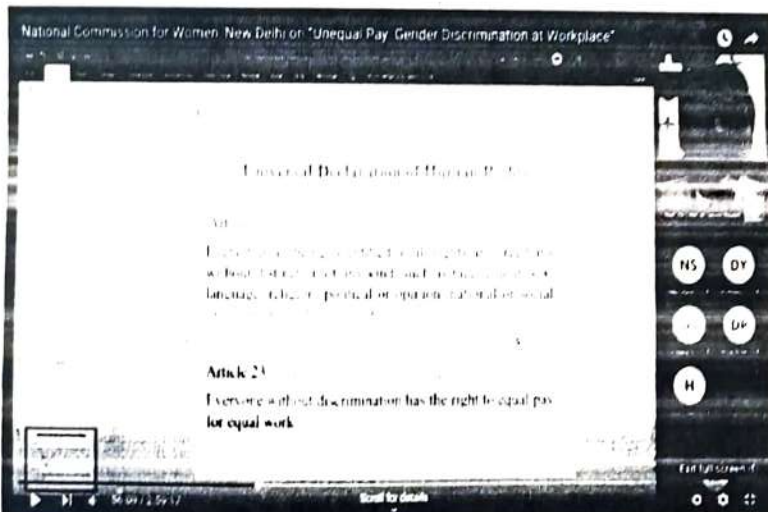


SESSION- I: DR. AKIL SAIYAD

As the first speaker for the webinar, Professor and Director of the Parul University of Law, Parul University Vadodara, Dr Akil Saiyed delivered his presentation on the following topic: **Unequal Pay: Gender Discrimination at workplace.** The main topic of his lecture is **Gender, Discrimination, and Pay.** In his very well explained explanation, he explained that gender discrimination at work comes in many different forms. However, speaking, it means that an employee or a job applicant is treated differently or less favorably because of their sex, gender identity, or sexual orientation. Women and girls suffer more from gender stereotypes and rigid gender roles because their freedom and mobility are restricted more and they are subjected to more violence and harassment across the globe. They also have fewer options for their lifestyle choices.

Additionally, Sir added that workplace gender discrimination can take on many forms, but in general it means that someone is treated differently or less favorably as a result of their sex, gender identity, or sexual orientation. However, laws against discrimination at work often use the words "sex" and "gender" interchangeably, although they have different meanings.

He felt that Sometimes workers experience discrimination because of their gender and something else, like their race or ethnicity. According to him Women have been fighting for equality and justice, forced into becoming objects of atrocities imposed by a patriarchal society. From domestic violence to facing discrimination at the workplace as well as mental harassment – justice and equality still seem a far-fetched goal. Dr Akil Saiyed explained various articles of Universal Declaration of Human Rights and explores the mental, emotional and physical violence still borne by women in the workplace.



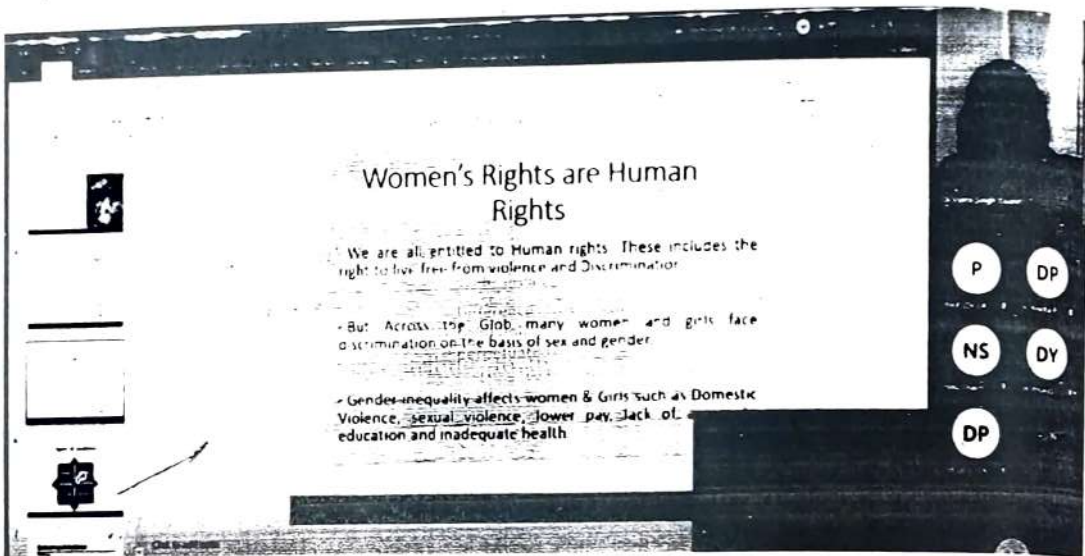
Sir moreover added that Declaration on the Elimination of Discrimination against Women: Article 2 calls for the abolition of laws, customs, practices, and cultural values which discriminate against women, for equality under the law to be recognised, and for states to ratify and implement existing UN human rights instruments against discrimination.

Article 23 - Equality between women and men: Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.



SESSION-II: DR. VIJETA SINGH

Dr. Vijeta Singh greeted all the dignitaries and the female participants. She gave the outline of the topics which are going to be discussed by her like Human Rights, Constitutional Law of India, Discrimination, Equal Remuneration Act 1976, code of wages 2019, Women Empowerment and conclusion etc.



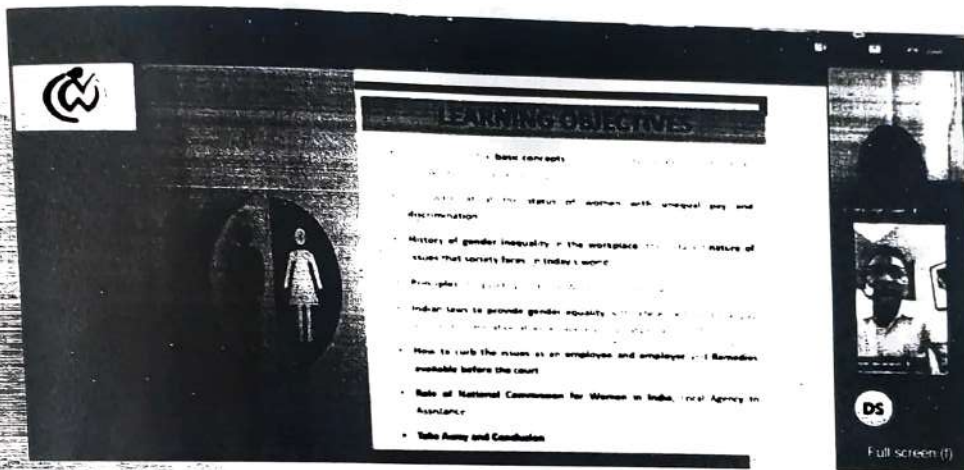
Ma'am has focused that **Women's rights are human rights** which includes the right to live free from violence and discrimination. Gender inequality affects women in various ways. She told that though the women have high designation, they are reminded by the people of the family that she has her limitations. She also shared the example of Collector that though a female has a good designation of collector, she is asked the question about her late coming but it is not the same with the male collector. It was the live and simple example that if a male collector arrives at home at late night also, he gets good hospitality which is not the same for the female collector. A high empowered woman is continuously reminded by her family that she should keep her knowledge and designation outside the house just because she is a female.

She described that lower pay to female is also a major issue especially in unorganized sector. How the rights of women are infringed is also described in detail by ma'am. She also explained that there are the special-laws for women because a man can leave his house and has other ways to go away from the problems. This is not the case with the female.



SESSION-III: DR. REKHAKUMARI SINGH

The third and the last Speaker for the Session for was Dr Rekhakumari Singh I/c Dean Faculty of Law, Sardar Patel University, Anand as well as I/c Principal of Anand College of Legal Studies. She starts with the Learning Objectives of the topic **"Unequal Pay: Gender Discrimination at Workplace"**



Business organizations benefit from it. Women will be able to improve any organization if they have the same education and job opportunities as men.

In several studies, it has been shown that diversity of all kinds (gender, race, and sexual orientation) helps an organization be more productive and innovative.

A multidisciplinary approach is needed to understand the social and cultural constructions of gender that shape the experiences of women and men in society.

To promote the awareness of equality in law, the social system, and democratic activities.

The purpose of Gender and Development is to ensure equality in both the status and circumstances of men and women by infusing gender-specific considerations into all aspects of policy-making, budgeting, implementation, monitoring, and evaluation.

Gender equality is about providing women and men with broadly equal opportunities and outcomes, not necessarily the same outcome for everyone.

Despite the rigidities of gender roles and norms, it is girls and women who suffer the most severe consequences - they are more likely to be constrained in their freedom and mobility, they suffer epidemic levels of violence and harassment globally, and they have fewer choices in how they live their lives.



SECRETARY'S REMARK BY SMT. JYOTSANABEN K. PATEL

At the end of the session, there was the secretary's remark by Smt. Jyotsanaben K Patel – Hon. Secretary, Shri Ram Krishna Seva Mandal. Due to some unavoidable circumstances, Smt. Jyotsanaben K Patel was not able to attend the session. Ma'am had conveyed her message and gratitude which was delivered by **Dr. Darshana Acharya**.

Ma'am had felt pleasure to convey the message in today's One Day Webinar on "Unequal Pay: Gender Discrimination at Workplace".

Ma'am had conveyed that Gender discrimination has been a historical challenge for societies across the world. As we entered the modern era in 21st century, the awareness towards gender discrimination and justice has been increasing at great extent. Ma'am had also told that the labour laws have been reformed across the globe. In our country also, many institutions have taken care of this challenge, to promote equal rights at workplace in terms of payment. However, there is a long way to go in terms of addressing this issue, as there are huge gaps in the efforts of businesses and professional organization.

Ma'am had expressed that we can see this difference for example in salaries of men and women CEOs or the remuneration of male and female sportspersons.

Ma'am had felt her privilege to share that Shri Ram Krishna Seva Mandal has taken care of this challenge very transparently and effectively. Ma'am had pleasure that Our institutions have adopted the policy for protecting the rights of all genders in terms of equal pay.

Lastly Ma'am had extended her gratitude to guest speakers Dr. Akil Saiyad Sir, Dr. Vijeta Singh Ma'am and Dr. Rekhakumari Singh Ma'am. Ma'am had congratulated National Commission for Women to collaborate with our institution. Ma'am wished that together we would be able to make a significant contribution to the society for the current & future generation.

NOTE OF THANKS

Dr. Bijalben R. Mistry, Assistant Professor, Anand Education College offered a vote of thanks to all the dignitaries with special remarks. She expressed gratitude to Shri Ram Krishna Seva Mandal, Smt. Jyotsanaben K Patel and Dr. Dhiraj Parmar for their support. She thanked all the members who contributed in the webinar directly or indirectly.