



Swami Swatantranand Memorial College, Dinanagar

A Multi Faculty, Post Graduate Co-Educational Institution

(Accredited with 'A' Grade by NAAC /Affiliated to Guru Nanak Dev University, Amritsar)

Report On

*Webinar on 'Unequal Pay: Gender
Discrimination at Work Place'*

31st December 2021

Organized by:

*Women Cell and IQAC
in collaboration with*

*National Commission for
Women, New Delhi*

2021-22

Website: www.ssmdinanagar.org

Email: ssmdnn@yahoo.com

Webinar on “Unequal Pay: Gender Discrimination at Work Place”

Objectives:

- To inculcate awareness among working women regarding their legal rights and duties.
- To reduce the gender pay gap at the local, regional and national levels through awareness campaign.

Resource Person:

- **Dr. Manvinder Kaur** (Professor, Department cum Centre for Women's Studies & Development, Punjab University, Chandigarh)
- **Dr. Harkirandeep Kaur** (Assistant Professor, Department of Laws Guru Nanak Dev University, Amritsar)
- **Dr. Arneet Kaur** (Assistant Professor, Department of Laws Guru Nanak Dev University, Amritsar)
- **Dr. Harjot Kaur** (Assistant Professor, Department of Computer Science, GNDU Regional Campus, Gurdaspur)
- **Ms. Balwinder Kaur** (Advocate, District Court Complex, Gurdaspur)

A national seminar on Gender Discrimination at Work Place” sponsored by National Commission for Women, New Delhi, was organized at SSM on 31st December, 2021. It aimed to promote equal opportunities for the working women which includes recruitment, promotion and participation of women in decision making process. It aimed to provide platform to the participants to express their views to promote women's economic empowerment at work. The Inaugural address was delivered by Dr Harinder Kaur, Assistant Professor, and Department of English. She highlighted the mission of National Commission for Women, New Delhi by saying that the Commission started numerous steps to advance the status of women and worked for their economic empowerment.

In the commencement of the session, Principal Dr. R.K. Tuli, gave a warm welcome to all the dignitaries and introduced the worthy guest. Moreover, he articulated that women should be provided with equal opportunities for growth and development in society. Dr. Manvinder Kaur Professor, Department cum Centre for Women's Studies & Development, Punjab University, Chandigarh was invited as the Chief Guest of the webinar. She made an incisive presentation on 'Gender Pay Gap in India: a Socio-Legal Analysis'. She emphasized on the issues of defective

work valuation done by society and the psychological, institutional and situational barriers confronting women in society.

After that ,Dr. Harkirandeep Kaur, Assistant Professor, Department of Laws Guru Nanak Dev University, Amritsar made an incisive presentation on ‘Gender Pay Gap in India: a Socio-Legal Analysis’. She exhibited her views by saying that after 75 years of the independence, a debate about gender disparity still exists. This problem is a major challenge for the government and constitutional provision of equality. Lastly, she suggested various ways of how one can empower woman and reduce this gender pay gap.

Furthermore, Dr. Arneet Kaur, Assistant Professor, Department of Laws Guru Nanak Dev University, Amritsar deliberated on the issues of ‘Gender Discrimination at the Workplace in India: Law and the Policy’. She said that according to the Fortune India, India has one of the lowest female labor force participation rates in the world and majority of women work in the informal sector. Even though there are more women graduates, the number of those joining the corporate sector and rising to the top remains abysmally low. The prominent challenges among these are unequal pay for the same work and sexual harassment at work place.

Additionally, Dr. Harjot Kaur, Assistant Professor, Department of Computer Science, GNDU Regional Campus, Gurdaspur spoke poignantly about ‘Gender Bias and IT Industry’. Firstly, she highlighted the fact that gender bias is the tendency to prefer one gender over another. It is a form of insensible bias, or implied partiality, which occurs when one individual unconsciously attributes certain attitudes and stereotypes to another person or group of people. Moreover, she described that it’s very necessary to review non-discrimination and anti-harassment policies, and this information should be included in job descriptions, employee handbooks and career page.

Ms. Balwinder Kaur, Advocate, District Court Complex, Gurdaspur highlighted her points on ‘Unequal pay: Gender Discrimination at Work place’. She said that Nobody can protect women, whether a law or constitutional provision, unless the working women themselves stand against unequal pay. Further, she stated that empowering women is the most important factor in a country’s overall growth. When every woman starts fighting for her rights, then gradually this problem of gender pay gap will automatically rule out from our society.

A number of questions were asked by the participants from the resource person, regarding gender pay gap reduction and methods for changing present scenario. Participants got satisfactory answers.

News Report

महिलाओं और पुरुषों के बीच वेतन असमानता महिला सशक्तीकरण के सामने बड़ी चुनौती

‘असमान वेतन, कार्यस्थल पर लैंगिक भेदभाव’ विषय पर वेबिनार करवाया


दीनानगर। एसएसएम कॉलेज दीनानगर में प्रिंसिपल डॉ. आरके तुली की अध्यक्षता में नेशनल कमिशन फॉर वुमेन नई दिल्ली के सहयोग से ‘असमान वेतन: कार्यस्थल पर लैंगिक भेदभाव’ विषय पर वेबिनार आयोजित किया गया। जिसमें पंजाब यूनिवर्सिटी चंडीगढ़ की प्रोफेसर डॉ. मनविंदर कौर ने बतौर मुख्यातिथि शिरकत की। जबकि जीएनडीयू रीजनल कैपस गुरदासपुर के कंप्यूटर साइंस विभाग की असिस्टेंट प्रोफेसर डॉ. हरजोत कौर, जीएनडीयू अमृतसर के कानून विभाग की असिस्टेंट प्रोफेसर डॉ. हरकिरण दीप कौर व डॉ. अरनीत कौर, एडवोकेट बलविंदर कौर वेबिनार की रिसोर्स पर्सन थीं। वेबिनार में 543 प्रतिभागियों ने हिस्सा लिया। मुख्यातिथि डॉ. मनविंदर कौर ने



कार्यस्थल पर यौन उत्पीड़न के कारण और इसके निदान पर रोशनी डालते हुए महिलाओं को अपने अधिकारों के प्रति जागरूक होने को प्रेरित किया। डॉ. हरकिरण दीप कौर ने कार्यस्थल पर लैंगिक वेतन अंतर की चर्चा करते हुए कहा कि देश में महिलाओं और

पुरुषों के बीच वेतन के मामले में भेदभाव अभी भी बरकरार है। जो महिला सशक्तीकरण के सामने एक बड़ी चुनौती है। डॉ. अरनीत कौर ने कहा कि कार्यस्थल पर अगर किसी से पक्षपात होता है तो इसे तुरंत संबंधित संस्था के ध्यान में लाया जाना चाहिए और इस संबंधी कानूनी दांव-पेच की भी जानकारी हासिल करें। डॉ. हरजोत कौर ने सूचना प्रौद्योगिकी के क्षेत्र में होने वाले भेदभाव पर रोशनी डाली। एडवोकेट बलविंदर कौर ने समान काम समान वेतन का समर्थन करते हुए कहा कि महिला हो या पुरुष अगर वह एक जैसा काम करते हैं तो वेतन भी समान होना चाहिए। इस दौरान प्रो. सुषमा, डॉ. हरिंदर कौर, डॉ. विशाल महाजन, प्रो. मोनिका, प्रो. शिंदर कौर, प्रो. प्रबोध ग्रोवर मौजूद रहे।




Principal
SWAMI SWATANTRANAND MEMORIAL COLLEGE
Dinanagar (Gurdaspur)