

## **Upcoming Events**

### **1. Management Development Program (MDP) Program on Gender Responsive Budgeting**

Scheduled for 08-09 October, 2024

#### **Purpose:**

A two-day MDP Program is scheduled for 08-09<sup>th</sup> October, 2024 at AJNIFM campus. It is aimed to advance the integration of gender perspectives into budgeting processes across Central and State Government departments. By focusing on gender responsive budgeting, the program seeks to empower government officials with the knowledge and skills required to ensure that budgeting practices address gender disparities and promote equality.

#### **Objective:**

The primary objective of the MDP program is to enhance the capacity of government officials in designing and implementing gender-responsive budgets. This involves providing participants with practical tools and methodologies to analyse budgetary impacts on different gender groups, develop strategies for gender-inclusive budgeting, and apply these strategies effectively in their respective departments.

#### **Target Audience:**

Officials from Central and State Government.

#### **Expected Outcomes:**

- Participants will gain understanding of gender responsive budgeting concepts, methodologies, and best practices.
- Attendees will acquire skills for analysing budget impacts on gender equality and developing strategies to address gender disparities through budgeting.
- Government officials will be equipped with actionable strategies and tools to implement gender-responsive budgets within their respective department
- The program will contribute to the formulation and execution of more equitable and inclusive budgeting practices, supporting gender equality goals in public administration.

### **2."Empowering Change: Building Inclusive, Safe, and Healthy Spaces for Women"**

#### **Introduction:**

The aim is to introduce concept of Gender equality and women's empowerment including GRB to the participants of Long-term programmes (MBA-Finance, Financial Management and

PGDGA&A between October-December, 2024. It will be a combined session in Auditorium at AJNIFM campus.

## **Objective:**

The objective of the program is to foster an understanding of gender dynamics, legal frameworks for preventing workplace harassment, women's health challenges, workplace safety and strategies for ensuring women's safety. Through interactive and informative sessions, participants will gain practical insights to apply within their organizations and personal lives.

## **Proposed Schedule:**

### **Session 1:**

#### *"Fostering Gender Sensitivity: Creating Inclusive Workplaces"*

This session will focus on developing an understanding of gender roles, biases, and stereotypes. It will explore strategies to promote gender sensitivity in workplace communication, behaviour, and policies, helping create an environment where all genders feel respected and valued.

- Key Areas Covered:
  - Understanding gender roles and biases
  - Building gender-inclusive policies
  - Encouraging respectful communication

#### *"Understanding the POSH Act: Legal Framework and Workplace Implementation"*

This session will provide a comprehensive overview of the POSH Act, its importance, and how it can be effectively implemented in workplaces. Participants will gain knowledge of their rights and responsibilities under the Act, as well as best practices for creating safe workplaces.

- Key Areas Covered:
  - Overview of the POSH Act and its relevance
  - Rights and responsibilities under the law
  - Complaint redressal mechanisms

### **Session 2: Women's Health and Women's Safety**

#### **Title:** *"Women's Health and Well-being: Addressing Unique Challenges"*

This session will focus on women's health, addressing physical, mental, and emotional well-being. Topics such as reproductive health, stress management, and work-life balance will be covered to equip participants with practical ways to improve their health and well-being.

- Key Areas Covered:
  - Physical health and well-being
  - Promoting Emotional Well-being and Stress Control
  - Promoting work-life balance

### Session 3

**Title:** *"Ensuring Women's Safety: Strategies for Prevention and Empowerment"*

This session will cover strategies for ensuring women's safety, both in public and private spaces. Participants will be educated on preventive measures, self-defence strategies, and the role of organizations in promoting safety and empowerment for women.

- Key Areas Covered:

- Understanding risks and preventive measures
- Building safer environments in workplaces and public spaces
- Empowering women through awareness and support mechanisms

### 3. One-Day Workshop on Bridging the Gap: Empowering Women through Financial Inclusion in India

#### Introduction:

This proposal outlines a one-day workshop titled **"Bridging the Gap: Empowering Women through Financial Inclusion in India"**, aimed at promoting awareness and strategies for enhancing financial inclusion for women in India. Targeted participants for this workshop will include officials from various Ministries, NGOs, the Federation of Indian Chambers of Commerce & Industry (FICCI), and local government offices of Faridabad. With a participant strength of 30-35, this workshop will serve as a platform to explore policies, challenges, and solutions related to women's financial empowerment. The workshop will take place in the conference room at AJNIFM campus.

#### Objectives:

- 1 To enhance understanding of financial inclusion as a critical tool for empowering women and fostering gender equality in India's socio-economic landscape.
- 2 To examine innovative approaches and financial solutions that can improve access to banking, credit, and insurance services for women, especially in underserved communities.
- 3 To identify barriers to women's participation in the financial sector and explore policy and institutional reforms needed to close the financial inclusion gap.

#### Target Audience:

Officials from various Ministries, NGOs, the Federation of Indian Chambers of Commerce & Industry (FICCI), and local government offices of Faridabad.

#### Proposed Schedule:

Session	Content	Methodology
Registration & Inaugural Session		

Opening Session	Opening the Doors to Financial Inclusion: Empowering Women in India	Introduction to the workshop, importance of financial inclusion, and key initiatives for women's empowerment.
Session 1	Understanding the Opportunities and Challenges of Financial Inclusion for Women in India	Gender-based financial disparity, literacy gaps, role of digital banking in inclusion.
Session 2	Overcoming Barriers to Financial Access: Addressing Socio-Cultural and Economic Challenges	Identify and discuss the socio-cultural and economic barriers that women face in accessing financial services
Session 3	Exploring Financial Products and Services Tailored to Women's Needs	Presentation, hands on workshop.
Session 4	Exploring strategies to improve women's access to credit, savings, and insurance	Expert Talk, Group Discussion
Session 5	Leveraging Digital Platforms for Women's Financial Inclusion: Opportunities & Challenges	The role of fintech, digital financial literacy, bridging the rural digital divide.
Session 6	Learning from Successful case studies on Financial Inclusion Initiatives for Women	Discuss case studies of successful financial inclusion initiatives that have effectively empowered women and improved their economic outcomes.

### **Expected Outcomes:**

- Enhanced understanding of the challenges and opportunities for women's financial inclusion in India
- Knowledge of existing policies, schemes, and initiatives aimed at promoting financial empowerment
- Awareness of the role of digital finance and partnerships in accelerating inclusion
- Collaborative strategies for promoting women's access to financial services

## **4. Panel Discussion on “Rise of Women in India”**

Plan for 2024-2026

**Purpose:**

This panel discussion aims to address critical issues impacting women globally and nationally, focusing on creating a space for dialogue, advocacy, and action. The event will bring together thought leaders, policymakers, gender experts, and activists to explore various challenges faced by women and to develop strategic solutions to foster gender equality.

### **Objectives**

- To raise awareness of pressing women's issues both globally and locally.
- To identify effective strategies for creating inclusive workplaces that prioritize gender parity and diversity, with a focus on gender-sensitive policies, mentorship, equal pay, and leadership opportunities.
- To examine the digital gender divide and its impact on women's participation in the workforce, highlighting how technology can act as both an enabler and a barrier, particularly in male-dominated fields such as STEM and tech.
- To explore innovative solutions for overcoming systemic barriers to gender equality.
- To share best practices and showcase successful case studies on empowering women across various sectors.
- To promote interdisciplinary cooperation among policymakers, activists, and researchers in advancing gender equality initiatives.

### **Proposed Topics for Panel Discussion:**

1. **Women in Leadership: Breaking the Glass Ceiling/ Women in Leadership: Overcoming Barriers in Governance and the Corporate World**  
This topic will explore the representation of women in leadership roles across sectors and discuss strategies to dismantle barriers preventing their advancement to top positions. The discussion will cover best practices from organizations that have successfully integrated women into leadership roles and the broader societal changes needed to foster female leadership.
2. **The Intersection of Gender, Technology, and Work**  
This panel will discuss the digital gender divide and its impact on women's participation in the workforce. It will explore how technology can be both a tool for empowerment and exclusion, particularly in the context of remote work, automation, and access to STEM fields.
3. **Inclusive Workplaces: Strategies for Gender Parity and Diversity**  
This topic will explore how organizations can foster inclusive workplaces through gender-sensitive policies, mentorship programs, and equal pay initiatives. The panel can focus on closing the gender gap in male-dominated industries like tech, STEM, and finance.

### **Expected Outcomes**

- Increased awareness of women's issues and the importance of addressing them.
- Practical policy recommendations and strategies to enhance gender equality.

- Strengthened networks and partnerships between various stakeholders.
- Actionable insights into overcoming specific barriers faced by women across sectors.

## **5. International Conference on Actions to Accelerate Women-Led Development**

Scheduled for April 10.4.2025 -11.4.2025

### **Introduction**

The International Conference on Gender Issues and Women's Empowerment is planned to address pressing issues concerning gender equality, focusing on women's roles in various socio-economic and political spheres. With increasing awareness of gender disparities worldwide, this conference, scheduled for April 10 and 11, 2025, aims to provide platform for scholars, policymakers, NGOs, government officials, and activists to discuss, debate, and deliberate on the diverse challenges and opportunities related to gender equality and women's empowerment. The conference will address key themes relevant to both national and international contexts, fostering interdisciplinary dialogue.

### **Objectives:**

The conference aims to:

- Bring together researchers, practitioners, and policymakers to discuss research on gender issues.
- Share best practices and successful models for achieving gender equality and women's empowerment.
- Address current global and regional trends in gender studies.
- Create a collaborative space for generating new ideas and solutions to gender challenges.
- Promote networking and partnerships for future research and policy initiatives.

### **Suggested Topics for the Conference**

#### **• Gender Equality and Economic Empowerment:**

- The role of women in the workforce: barriers, solutions, and policy recommendations.
- Financial inclusion and women: access to credit, entrepreneurship, and economic independence.
- Gender-sensitive budgeting and public finance management.

#### **• Health and Well-being of Women:**

- Addressing gender disparities in healthcare access and outcomes.
- Maternal health, reproductive rights, and family planning.
- Mental health issues faced by women in different cultures.

- **Education and Gender:**

- Gender parity in education: progress and persistent challenges.
- STEM education and the underrepresentation of women.
- Women's leadership in academia and research.

- **Gender and Technology:**

- Gender digital divide: access to technology and digital literacy.
- The role of AI and digital tools in empowering women.
- Gender biases in technological advancements and their societal impact.

- **Political Participation and Leadership:**

- Women's political participation: overcoming barriers and stereotypes.
- Leadership and decision-making: women in politics, governance, and corporate boards.
- Gender mainstreaming in public policy.

- **Intersectionality and Gender Studies:**

- Intersectionality: exploring the intersections of gender, race, class, and disability.
- Marginalized groups and gender: addressing the specific challenges faced by minority women.
- LGBTQ+ rights and gender identity.

- **Global and Regional Challenges:**

- Gender issues in conflict zones and post-conflict reconstruction.
- Climate change and its disproportionate impact on women.
- Rural vs. urban gender issues: tackling inequality in different regions.

## Conference Structure

The conference will be structured around keynote presentations, panel discussions and paper presentations.

## Outcomes

The conference aims to achieve the following outcomes:

- A compilation of high-quality research papers addressing current issues in gender equality and women's empowerment.
- Policy recommendations and best practices to be shared with stakeholders at national and international levels.
- A platform for interdisciplinary collaborations and future research initiatives.
- Publication of select conference proceedings in reputed journals and an edited volume.

## **Call for Papers**

Further details about abstract, paper submission guidelines, and the International Conference will be shared on the AJNIFM website.

\*\*\*\*\*