



# Non-Collegiate Women's Education Board (NCWEB)

University of Delhi

is Organising a

**Two-Day National Seminar  
on**

**Women in Decision Making Roles in Corporates**

(व्यावसायिक क्षेत्र की निर्णय प्रक्रिया में महिलाओं की भूमिका)

in collaboration with

**National Commission For Women**

on

**2nd & 3rd November 2023**

**Venue**

**Conference Centre, University of Delhi**

Chief Patrons

**Prof. Yogesh Singh**

Honorable Vice Chancellor  
University of Delhi

**Ms. Rekha Sharma**

Honorable Chairperson  
National Commission for Women

Patrons

**Prof. Balaram Pani**

Dean of Colleges & Chairman,  
Standing Committee, NCWEB  
University of Delhi

**Prof. Geeta Bhatt**

Director, NCWEB  
University of Delhi

REGISTER HERE

<https://forms.gle/ZEzAMHdhK84yWwz68>

Registration closes on 25th October 2023 at 5 pm

[ncwebnationalseminar@gmail.com](mailto:ncwebnationalseminar@gmail.com)



YouTube

## About the University of Delhi

The University of Delhi, established in 1922 is a premier university of the country with a venerable legacy and international acclaim for its high academic standards, diverse educational programs, distinguished faculty, illustrious alumni, varied co-curricular activities, and modern infrastructure. Over the years of its existence, the University has sustained the highest global standards and best practices in higher education. Its long-term commitment to nation-building and unflinching adherence to universal human values are reflected in its motto:

'Nishtha Dhriti Satyam' 'निष्ठा धृति सत्यम्' (Dedication, Steadfastness and Truth).

## About Non-Collegiate Women's Education Board (NCWEB)

*When a girl ignores external objects and develops foresight and a vibrant attitude through the power of knowledge, she becomes a provider of the wealth of skies and earth.*\_\_Atharvaveda 14.1.6,

Non-Collegiate Women's Education Board (NCWEB) has been silently contributing to women's empowerment through education since 1944. At that time, the idea was to provide a platform for girl students to take examinations with special coaching without attending regular classes. Over the years, this gave shape to an institution that provided for the needs of educating girls who were in a disadvantageous position to attend regular classes in colleges. NCWEB is a constituent part of the University of Delhi and is in a unique disposition to endow those who have the potential to change and give thrust to socio-economic development in society through education. This institution has an arrangement where the girl students attend classes during Saturdays / Sundays and in academic breaks across the twenty-six Centres that are being run in the constituent colleges of the University of Delhi for undergraduate courses and for postgraduate courses, at one NCWEB Centre respectively. These Centres provide library and other facilities besides utilizing the existing resources and infrastructure of the colleges. The Postgraduate Centre is located in the Arts Faculty Building, University of Delhi. The Board also gives financial aid and book loan facilities to needy and desirous students. At present, nearly 32,000 girl students are studying in the institution. Many among those who have studied in this institution have not only stood on their own but have also been a pillar of strength to their families. Ayushi Dabas a NCWEB student (2011-2014) Batch, secured 48th All India Rank in the UPSC Examination, 2021. This institution is dedicated to the cause of nation-building by empowering students with education, who play a pivotal role in molding our society.

## About National Commission for Women

Under the National Commission for Women Act, 1990 (Act No. 20 of 1990 of the Government of India), the National Commission for Women was established as a statutory body in January 1992 with the following responsibilities:

- Reviewing the constitutional and legal protections for women
- Recommending corrective legislative measures
- Facilitating the redressal of grievances
- Advising the government on all policy issues affecting women.

According to its mandate, the Commission has taken a number of initiatives to advance women's status and promote their economic empowerment. The Commission receives several complaints, and to ensure prompt justice in certain cases, it has taken action on its own. It has addressed the issue of child marriage, supporting legal education initiatives, Parivarik Mahila Lok Adalats, and examined legislation including the Indian PNDT Act of 1994 and the Dowry Prohibition Act of 1961.

National Commission for Women's mission is to secure women's legal rights and entitlements through appropriate policy formulation, legislative measures, effective enforcement of laws, implementation of schemes/policies, and development of strategies for solving specific problems/situations arising out of discrimination and atrocities against women. They work to enable women to achieve equality and an equal participation in all spheres of life.

## About the Seminar

Women are dynamic leaders of change, galvanizing women and men to get involved, claim their rights, strengthen their communities, and protect their planet. Their participation is fundamental to democratic governance. Still, women have a long way to go towards an equal representation in positions of power and leadership, whether in corporate boardrooms or presidential cabinets.

In India, there are several examples of women leaders dating back to ancient times. The Ima Market, also known as the Nupi Keithel (English: Women's Market), is a women-only market located in the heart of Imphal in the state of Manipur. Meitei: Ima Keithel, which translates to "Mothers' Market" is one of the unique business initiatives in the world managed exclusively by women. Among many successful women entrepreneurs in the country, Kalpana Saroj stands out for her business acumen. Her climb from the Mumbai slums to CEO of Kamani Tubes with a personal asset valued at \$112 million has earned her the title of "the original Slumdog Millionaire." Co-founder of Infosys and chair of its foundation, Sudha Murty is a philanthropist, author, and educator. Indian tycoon and billionaire Kiran Mazumdar-Shaw is an entrepreneur founder and executive chairperson of Biocon Limited. She is the third Indian and second woman to get the honor, EY World Entrepreneur, for the Year 2020.

### Representation of Women in Business;

Grant Thornton's International Business Report has found that India has a total of 36% women in senior management positions in mid-market businesses, which is 4% higher than the global count. The share of women holding senior management positions has grown to 35% in recent years, according to data from HM Treasury 2022. At present for every 100 men 87 women are encouraged who are promoted from entry-level positions to management roles. (McKinsey and LeanIn Women in the Workplace 2022 report). In a Mercer survey of over 1000 companies in 54 countries, 81% said it was important to have a plan for advancing gender equality, and 42% actually had a plan in place (Mercer's Let's Get Real About Equality Global Report 2020).

To highlight the significance of the participation of women as decision-makers in the corporate world, and provide a platform to address their needs, challenges, and advantages in the decision-making process in the corporate world, envisaging them as the key drivers in the journey of 'Amrit Kaal' embarked upon to become a developed nation, the Non-Collegiate Women's Education Board (NCWEB), University of Delhi, is organising a National Seminar on the theme "Women in decision making Roles in Corporates".

## Objective of the Seminar

The objective of the seminar is to attract and bring together academicians, experts, researchers, students, and the corporate world, to appraise the vital role women play in decision-making in the corporate world and their contribution to the development and growth of India. This proposed seminar is an initiative to acknowledge and appreciate women, who have made extraordinary contributions in the fields of arts, literature, science, sports, and society through various corporate platforms.

To attract, engage, and retain the younger generation of women through fairness, and genuine care, addressing their unique needs while involving them in the decision-making process would be the key drivers. The Non-Collegiate Women's Education Board (NCWEB) will provide a platform to students, researchers, and academic fraternity to express their views on the identified theme in a constructive, free, and frank manner.

Getting a foothold in the corporate boardroom as a decision-maker remains a bigger challenge for many women as compared to their male colleagues. Many bright and industrious women remain trapped at the mid-senior levels in their respective career trajectories. Inclusion and diversity are still some of the broader issues in the world of business. However, as more women find routes into the corporate world and progress through it, the more their representation will be. Subsequently, the visibility of women in the world of business becomes an inspiration for other women who will become the future roles models.

## Call For Research Papers

Non-Collegiate Women's Education Board (NCWEB), University of Delhi invites academicians, researchers, practitioners, social and women activists and others to submit their research papers based on original research work or review papers, case study, articles related to the theme of the seminar.

## Broad Area of the Seminar

- **Women in Decision Making Roles in Corporates** (व्यावसायिक क्षेत्र की निर्णय-प्रक्रिया में महिलाएं)

## Sub-themes of the Seminar

- *Understanding Superior Leadership Values and Female Leaders.*
- *Female Voices, Stories, and Contributions in the Corporate World.*
- *Ace Against Odds: Views on Women Leaders in the Corporate World.*
- *Shaping India's Destiny: Environment, Government, Corporate Sectors and Digitalised Economy.*
- *Atam-Nirbhar Bharat: Road Map for Gender Equality in the Corporate World.*
- *Representation of Women Leaders in the Textual and Real Corporate World.*
- *Role of Women in Family, Society, Religion, and Nation-Building through Corporate Leadership.*
- *NEP 2020 and Governmental Initiatives Towards Women's Involvement in the Corporate World*
- *Sustainable Development Goals (SDGs) and the Role of Women in the Private Sector*
- *Delhi: A Capital City and Contribution of Women in the Corporate Life of Delhi*
- *Digital Learning and Empowering Girls in the Corporate World*
- *Female Social Entrepreneurs – A Revolution*
- *Women Entrepreneurship – Past and Present*
- *Changes in the Work Culture under Women Leadership.*
- *Analysis of the impact of corporate culture in fostering gender-inclusive decision-making processes.*
- *Impact of Corporate Social Responsibility (CSR) on Women Development.*
- *Influence of legislation and regulations on women's participation in corporate decision-making.*
- *Women's Role in Finance, Economic Policy and Sustainability & Development.*

## Guidelines for Abstract Submission

- Submission of abstracts is to be made in electronic (MS Word Format typed in Hindi/English in Unicode/Times New Roman/12 points) form only, and to be uploaded through the given Google form link:  
<https://forms.gle/5Xk8xTmkgEzcgSzk9>
- Each Abstract must be accompanied by a separate cover page including the Title of the Paper, Name of Author(s), Address of Author(s), E-mail, and Contact details.
- The abstract should not be more than 250 words (including Keywords).
- Last date for Abstract submission is 10th October, 2023.

## Guidelines for Full Length Paper Submission:

- Papers are to be submitted only after notification of the acceptance of the abstract.
- Submissions are to be made through email (MS Word Format typed in Hindi/English in Unicode/Times New Roman/12 points)
- The selected papers from the conference submission will have a publication opportunity with The Journal of Commerce & Business Studies (JCBS) ISSN – 2322- 0767 published by the Department of Commerce, University of Delhi, subject to its review process
- Tables, illustrations, charts, figures, etc. should be placed within the text at appropriate places.
- Citation/references should be as per APA style (latest edition).

### Structure of the paper

- a) The paper should have a running head title.
- b) The main body of the paper should start on the first page.
- c) Before the main body of the paper, the title of the paper (in bold), abstract (in italics), and keywords (in bold) should be provided.
- d) The Manuscript Should Include
  - Introduction
  - Rationale
  - Relevance of the study
  - Objective
  - Research Methodology
  - Key Findings of the Study
  - Implications of the study
  - References and Citations
  - Key words
  - Length of the paper 5000-7000 words

No changes in the paper title, abstract, authorship, and final paper can occur AFTER the submission deadline. The references must be given at the end of the paper in alphabetical order in any mentioned style.

**NOTE:** It is to be noted that only original papers which have not been published previously or submitted for publication elsewhere can be submitted. The author/s must give a declaration in black and white that the paper is his/her original work and has not been sent anywhere for publication or presentation. The authors of selected papers must accept to grant the copyright of the papers to the Non-Collegiate Women's Education Board (NCWEB) for the use of papers or parts thereof in any form and purpose. The research papers should be according to the UGC's new anti-plagiarism policy that allows up to 10% content similarity.

## Registration Details

- All the participants (paper presenters and delegates) attending the conference are required to register for the conference by paying the registration fee. (Registration link <https://forms.gle/ZEzAMHdhK84yWwz68>)
- In case the paper has multiple authors, certificates will be issued to only those participants who have registered for the conference and paid the fee.
- In case the registered author(s) are not able to present the paper in person, no certificate will be issued.
- Author(s) submitting more than one paper need to pay the registration fee for each paper separately.
- Participants/ Attendees have to make their own arrangements for travel and stay.
- No TA/DA shall be paid for attending the seminar.
- **Participants are required to pay the registration fee:**

### For Paper Presenters Only

Category	Registration Fee
Postgraduate / Graduate student	350/-
Faculty/ Research Scholar	700/-
Industry Corporate	1000/-

### Without Paper Presenters

Postgraduate / Graduate student	300/-
Faculty/ Research Scholar/ Industry Corporate	500/-

### Payment Details

NEFT/IMPS/UPI to the following account:

**Account Name:** Director, NCWEB, University of Delhi  
**Bank:** ICICI Bank, North Campus, University of Delhi  
**Type of Account:** Savings  
**Account number:** 022701003919  
**IFSC:** ICIC0000227

**NOTE:** -> Fee is Non-Refundable

- Further details will be communicated to the registered participants through E-mail.
- Attendance norms are strict. Participants are required to attend all sessions of the National Seminar to get the certificate.
- **ELIGIBILITY:** The National Seminar is open to all interested participants of any discipline.

## Important dates:

- Last Date for Abstract Submission: -----10th October 2023
- Intimation about Acceptance of Abstract to Participants: -----15th October 2023
- Date for Full Paper Submission: -----25th October 2023 till 11:30 p.m.
- The last date for registration: -----25th October 2023 till 5 p.m.

**(E-mail for the Submission of full papers: [ncwebnationalseminar@gmail.com](mailto:ncwebnationalseminar@gmail.com))**

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Honorable Vice Chancellor,  
University of Delhi



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Honorable Chairperson,  
National Commission for Women

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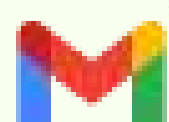
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# Venue of National Seminar Conference Centre, University of Delhi



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