



*SPONSORED BY*

**NATIONAL COMMISSION FOR WOMEN**

***NATIONAL SEMINAR***  
***ON***

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**WOMEN IN  
DECISION-MAKING  
ROLES IN  
CORPORATES**

**(In Hybrid Mode)**

Organised By  
**NATIONAL LAW  
UNIVERSITY ODISHA**

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**CENTRE FOR  
WOMEN AND LAW**

To be held on  
September 15, 2023

**At**  
Seminar Hall,  
National Law University  
Odisha

**NLUO - NCW**

***National Seminar on Women in Decision-Making  
Roles in Corporate***

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Organized by

**Centre for Women and Law,  
National Law University Odisha**  
(‘A’ Grade University Accredited by NAAC)

Sponsored by

**National Commission for Women**

INVITES

Research papers for NLUO- NCW National  
Seminar on the theme of

**“Women in Decision-Making roles in  
Corporates”**

(September 15, 2023)

**VENUE:**

**SEMINAR HALL**

**National Law University Odisha  
Naraj Road, Sector-13, Cuttack, Odisha - 753015**

**PATRON**

Prof. Ved Kumari  
Vice-Chancellor, NLUO

**CHAIRPERSON**

Dr. Rangin P. Tripathy  
Registrar, NLUO

**CONVENOR**

Dr. Priyanka Anand  
Associate Professor of Law  
(Director, Centre for Women and Law, NLUO)

**CO-CONVENOR**

Ms. Rashmi Rekha Baug  
Research Associate  
(Co-Director, Centre for Women and Law, NLUO)

**STUDENT CO-ORDINATORS**

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**NO REGISTRATION FEES**

# ABOUT

## **NATIONAL LAW UNIVERSITY ODISHA**

The University was established and incorporated by the National Law University Odisha NLUO Act of 2008, for advanced teaching and research in law. NLUO is recognised under section 12(b) of the UGC Act 1956 and its degrees offered are recognised by Bar Council of India. NLUO is a member of UGC-INFLIBNET and a participant in the National Knowledge Network.

## **NATIONAL COMMISSION FOR WOMEN**

National Commission for Women (NCW) was established by the Parliament in January 1992 with the mission of enabling women to achieve equality and equal participation in all spheres of life by securing their due rights and entitlements through suitable policy formulation, legislative measures, effective enforcement of laws, implementation of schemes/policies, and devising strategies for specific problems/situations arising out of discrimination and atrocities against women. NCW envisions that Indian woman must be safe both within and outside the home, and should be fully empowered to enjoy all of her rights and entitlements, with equal opportunities to contribute in all spheres of life.

With its countless accomplishments, NCW continues to promote equality and empower women in all sectors.

## **CENTRE FOR WOMEN AND LAW, NLUO - VISION**

The Centre for Women & Law (CWL) is a Research Centre of National Law University Odisha which works with the combined effort of faculty members and students of NLUO. The Centre was established with a view of having a platform for unremitting study of the structural, societal, legal and regulatory issues associated with gender from a multi-disciplinary perspective. The Centre envisions to undertake studies and raise awareness through holistic approach to gender issues, working towards equity and justice for all and provide a deeper legal and cultural appreciation of power imbalance. CWL operates as a research support group undertaking research projects, training and capacity building programmes for women's organisations and formal bodies involved with the execution of laws affecting women. It also works towards dissemination of knowledge and sensitization of society through its publications, webinars and conferences.

## **ABOUT THE SEMINAR**

Women's voice in decision-making is critical for the development of all. When women have a say in private and public affairs, the decisions reflect their needs, and often the needs of their families and communities. No country in the world has yet reached equality and that is because inequality between women and men is a complex interaction of unconscious social norms that are often invisible to us and institutions. We must grapple these challenges and unlock the economic dividend that will come with greater participation of women at decision-making tables - in domestic and public life. The current harsh reality is that the Women are under-represented in decision-making positions worldwide.

One major challenge in achieving gender diversity in decision-making roles in corporate is the underrepresentation of women in the talent pipeline. Additionally, women face cultural and societal pressures that discourage them from pursuing ambitious career paths.

# THEMES OF THE SEMINAR

However, gender equality and diversity are recognized to have beneficial effects on organizations, institutions, and the overall economy. Policies to accelerate the process towards economic gender equality and to promote women's empowerment are at the centre of the debate in many countries around the world. As women represent over half of the population and have talent, human capital, and productivity equal to men, the global economy would benefit from boosting women's participation in the labour force. The absence of women from positions of leadership is at odds with the strategy of exploiting talent to promote business and performance. This is particularly relevant in times of modest economic growth.

## **CALL FOR RESEARCH PAPERS**

Centre for Women and Law, National Law University, Odisha invites academicians, researchers, students, practitioners, social and women activists to submit research papers based on original empirical research or review papers related to the theme of the seminar. The Broad area of the seminar is **"Women in Decision-Making roles in Corporates"**

### **1. Gender Diversity and Firm Performance**

- Presence and proportion of women in leadership positions in corporate sector.
- Identify potential causal relationships between gender diversity in decision-making roles.
- Explore mechanisms through which gender diversity may influence decision-making processes.

### **3. Diversity and Governance**

- Gender diversity in corporate boards and its effect on decision-making process.
- Influence of female representation on corporate governance practices.
- Role of female directors in corporate social responsibility and sustainability initiatives.

### **5. Work-Life Balance**

- Influence of familial and societal expectations on women's career choices
- Effects of flexible work arrangements and parental leave policies.
- Role of organizational culture and support systems in facilitating work-life balance for women and impact on productivity.

### **2. Barriers and Challenges**

- Identify cultural, structural, and societal factors causing under representation.
- Impact of bias and gender stereotypes on hiring, promotion, leadership selection.
- Role of mentorship, sponsorship, and support networks in helping women.
- Influence of workplace policies and practices on the retention and progression of women

### **4. Legislative Measures and Quotas**

- Implementation of gender quotas and their effects on increasing female participation.
- Attitudes of stakeholders towards legislative measures promoting gender diversity.
- Alternative approaches such as voluntary targets, incentive-based programs.

## OBJECTIVES OF THE SEMINAR

1. To understand the issues and challenges of women in decision making roles in corporate sector.
2. To determine the scope of changes women can bring in decision making roles.
3. To assess measures adopted by companies regarding promotion of women in leadership roles.
4. To assess and suggest policy measures for gender sensitivity towards women employees in corporate sector

## SEMINAR SCHEDULE

The Seminar shall be held on 15th September, 2023 in **hybrid mode**.

The Venue of the Seminar is Seminar Hall, National Law University Odisha, Cuttack.

### **NO ACCOMODATION SHALL BE PROVIDED**

We would provide appreciations certificates to the **Best Paper Presented** based on the quality of the paper.

**FIND LINK FOR REGISTRATION HERE**

## IMPORTANT DATES

- **August 1, 2023** - Notification of Seminar
- **August 21, 2023** - Last date for submission of abstract
- **September 4, 2023** - Last date for submission of full paper.
- **September 4, 2023** - Last date for registration
- **September 15, 2023** - Date of Seminar

## SCHEME FOR THE SEMINAR

The Seminar shall be held in hybrid mode and divided into two session. *Firstly*, the Seminar would commence with a session with distinguished speakers.

*Secondly*, paper presentation would take place. Participants are invited not only for paper presentation but also for attending the enlightening session. There is **no registration fees** for either category of attendees.

## **GENERAL GUIDELINES**

### **FORMAT OF RESEARCH PAPER**

- Cover Letter
- Title of the paper (Bold)
- Abstract (With maximum 5 Key words)
- Introduction
- References

The paper should have a minimum of 4000 words and should not exceed 5000 words. Additionally, table, illustrations, charts, figures etc. may be used appropriately.

**Co-authorship is permitted.**

**Note - All the authors must send the declaration that the paper is original research work and has not been sent elsewhere for publication or presented in any conference/seminar.**

1. Submissions are to be made in Electronic (Doc) format only and are to be sent to [cwl@nluo.ac.in](mailto:cwl@nluo.ac.in).
2. The subject of the mail should be the following:  
**Submission of Manuscript for NCW Seminar on Women in Decision-Making Roles in Corporate.**
3. The Name of the Document must be in the following format:  
**[Author's Name] [Title of the Research Paper]**
4. Each paper must be accompanied by an abstract of not more than 250 words.
5. Citation/ referencing should be as per **OSCOLA** style.
6. Submissions must contain a cover letter indicating the name of the author/s, name of the Institution, Designation, Email Id and Contact Number.
7. Text Specifications:
  - a. **FONT:** Times New Roman
  - b. **SIZE:** 12
  - c. **LINE SPACING:** 1.5
  - d. **MARGIN:** 1 inch (on each side)
8. Footnote specifications:
  - a. **FONT:** Times New Roman
  - b. **SIZE:** 10
  - c. **LINE SPACING:** 1.0
9. Plagiarism of any sort is **strictly forbidden.**