SWAMINARAYAN UNIVERSITY
THE RESERVIOR OF ALL KNOWLEDGE

FACULTY OF LAW

REPORT ON

WOMEN'S DAY

RIGHTS, EQUALITY AND EMPLOYMENT

EVENT DETAILS: -

DATE	:	8th March, 2025
TIME	:	02:00 pm onwards
PLATFORM	:	Offline
VENUE	:	PRATHANA HALL, SWAMINARAYAN UNIVERSITY
FEES	:	Free of Cost
SPEAKERS:		1) Dr. Satnam Tuteja, Dean Faculty of Law. 2) Dr Urvashi Jadeja, Dean Faculty of Physiotherapy 3) Dr Anita Patel, Faculty of Ayurveda 4) Dr Ayana R, Faculty of Ayurveda
AUDIENCE	:	Faculties and Students of Law, B. Com, MBA, ITC, Ayurveda , Physiotherapy and Engineering

PROGRAMME INITIAVE BY: Faculty of Law, Swaminarayan University.

INTRODUCTION

International Women's Day (IWD), celebrated annually on March 8th, is a global event highlighting women's achievements and advocating for gender equality. Despite significant progress, gender disparities persist, particularly in employment rights. This report explores the challenges women face in the workforce, the strides made toward equality, and the need for continued advocacy.

HISTORICAL CONTEXT

International Women's Day originated from early 20th-century labor movements, advocating for better working conditions, fair wages, and voting rights. Over time, the focus has expanded to broader issues of gender equality, including equal pay, representation, and workplace rights.

EVENT HIGHLIGHTS

Dr Urvashi Jadeja, Dean Faculty of Physiotherapy, enlightened on the **Current Challenges in Employment Rights** Despite advancements, women continue to face barriers in employment, such as:

- **Gender Pay Gap:** Women earn, on average, less than men for the same work. Factors include occupational segregation, discrimination, and unequal opportunities for advancement.
- **Workplace Discrimination:** Many women face biases in hiring, promotions, and leadership opportunities. Maternity discrimination also remains a significant issue.
- **Lack of Representation:** Women are underrepresented in leadership roles across industries.
- **Work-Life Balance Struggles:** Societal expectations regarding caregiving responsibilities often place additional burdens on women.

PROGRESS AND ACHIEVEMENTS

Dr Anita Patel, Faculty of Ayurveda, enlightened on Efforts to promote gender equality in employment have led to several positive developments**.**

- **Legislative Protections:** Many countries have enacted laws to promote equal pay, parental leave, and anti-discrimination policies.
- **Corporate Initiatives:** Organizations are increasingly prioritizing diversity, equity, and inclusion programs.
- **Increased Awareness:** Social movements and campaigns continue to highlight gender disparities, pushing for policy reforms.
- **Encouragement of STEM Careers:** Initiatives aimed at increasing female participation in science, technology, engineering, and mathematics (STEM) have gained traction.

RECOMMENDATIONS INCLUDE:

Dr. Satnam Tuteja, Dean Faculty of Law. Enlightened on the Way Forward: To achieve true gender equality in employment, ongoing efforts are essentials

- **Strengthening Legislation:** Governments should enforce and expand gender equality laws.
- **Equal Pay Audits:** Companies must conduct regular reviews to identify and address pay disparities.
- **Mentorship and Leadership Programs:** Encouraging women to pursue leadership roles through mentorship and career development opportunities.
- **Flexible Work Policies:** Implementing remote work and parental leave policies that support work-life balance.
- **Education and Advocacy:** Raising awareness and fostering inclusive workplace cultures through training and policy changes.

OBJECTIVE OF THE WOMEN DAY CELEBRATION

To celebrate Women's Day by advocating for gender equality, empowering women's rights, and promoting fair employment opportunities. This day serves as a reminder of the progress made and the work still needed to ensure that every woman has equal access to education, career growth, leadership roles, and a workplace free from discrimination. Through awareness, action, and solidarity, we aim to create a more inclusive and equitable society for all

EVENT OVERVIEW:

International Women's Day serves as a reminder of the ongoing struggle for gender equality, particularly in employment. While progress has been made, continued advocacy and concrete policy changes are necessary to ensure that all women have equal opportunities in the workforce. Governments, businesses, and society must work together to eliminate barriers and create a more equitable future for all.

The event concluded with a vote of thanks delivered by Ms Krina Shah, Faculty of Law, who expressed gratitude to the speakers, participants, and the supporting organization for their contributions to the success of THE Women's DAY CELEBRATION. The interactive format encouraged student engagement through discussions and real-world situations.

The interactive format and expert guidance helped students to be informed about the rules and regulations and what are their rights, equality and employment rights how the government works, etc. The legal profession demands the highest standards of ethics, integrity, and accountability

The faculty of Law at Swaminarayan University looks forward to organizing more such impactful events and celebrations in the future.

GLIMPSES OF THE EVENTS









